
PARITAIR SUBCOMITÉ 319.01

LOONBAREMA'S met correctiereserve

geldig vanaf 1 maart 2025

Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 maart 2025** voor volgende subsectoren van het Paritair Subcomité voor de opvoedings- en huisvestingsinrichtingen en -diensten van de Vlaamse Gemeenschap (**319.01**):

- ♦ centra algemeen welzijnswerk
- ♦ centra voor kinderopvang en gezinsondersteuning
- ♦ centra voor integrale gezinszorg
- ♦ huurdersbonden
- ♦ jeugdhulp
- ♦ ondersteuning van personen met een handicap
- ♦ sociale verhuurkantoren.

In uitvoering van de koopkrachtmaatregelen in het zesde Vlaams Intersectoraal Akkoord (VIA 6) van 30/03/2021 en in toepassing van de CAO betreffende de loonvoorwaarden, op 01/12/2022 afgesloten in Paritair Comité 319, zijn de loonbarema's verhoogd met de correctiereserve.

Legende tabellen loonbarema's

| | |
|------------------|---|
| Anc | anciënniteit |
| BMW | bruto maandwedde |
| BJW | bruto jaarwedde |
| ET | eindejaarstoelage = bruto maandwedde van oktober |
| RSZ | RSZ-werkgeversbijdrage op bruto jaarwedde + eindejaarstoelage: 34,45 % - <i>benaderend en gemiddeld percentage</i> |
| Vak | vakantiegeld : 92 % van de bruto maandwedde |
| KOST jaar | benaderende loonkost op jaarbasis (<i>bruto jaarweddeloon + eindejaarstoelage + RSZ + vakantiegeld</i>) |
| Uurloon | uurloon bij 38-uren-week |

Loonbarema's Paritair Subcomité 319.01 met correctiereserve

van toepassing vanaf 01/maart/2025
tot overschrijding spilindex 133,28

1.

| BAREMA'S PARITAIR SUBCOMITÉ 319.01 | | |
|---|--|---------------|
| Barema | Functie | pagina |
| L4 | Logistiek personeel klasse 4 | 2 |
| L3 | Logistiek personeel klasse 3 (<i>minimaal getuigschrift hoger secundair beroepsonderwijs, lager secundair technisch onderwijs, ervaringsbewijs of gelijkwaardige attestering</i>) | 3 |
| L2 | Logistiek personeel klasse 2 (<i>minimaal getuigschrift hoger secundair technisch onderwijs</i>) | 4 |
| B2b | Begeleidend en verzorgend personeel klasse 2B / ADL-assistent / hulpverlener klasse 2B / adviesverlener HB klasse 2B (<i>getuigschrift lager secundair onderwijs of hoger secundair</i>) | 5 |
| B2a | Begeleidend en verzorgend personeel klasse 2A / hulpverlener klasse 2A / adviesverlener HB klasse 2A (<i>diploma van hoger secundair onderwijs met een specifieke oriëntatie of hoger</i>) | 6 |
| B1c | Begeleidend personeel klasse 1 / hulpverlener klasse 1 / adviesverlener HB klasse 1 (<i>diploma hoger onderwijs met specifieke oriëntatie of eindgetuigschrift HBO5</i>) | 7 |
| B1b | Hoofdopvoeder / hoofdbegeleider / teambegeleider / diensthoofd paramedicus en maatsch.werk | 8 |
| B1a | ondersteunend kaderpersoneel / ... coördinator-paramedicus / coördinator sociaal verhuurkantoor of huurdersbond / jurist huurdersbond | 9 |
| B1a bis | Opvoeder-groepschef / eerste begeleider - verantwoordelijke / verantwoordelijke - coördinator meerdere teams | 10 |
| MV2 | Verzorgend personeel / gebrevetteerde verpleegster (<i>brevet van verpleegkundige</i>) | 11 |
| MV1 | Sociaal, paramedisch en therapeutisch personeel (hoger onderwijs met wettelijk vereiste opleiding professioneel gerichte bachelor of hoger onderwijs met ped. of orthoped.) | 12 |
| A1 | Administratief personeel klasse 1 (<i>minimaal eindgetuigschrift hoger technisch onderwijs econ.of pers.beleid, hoger beroepsonderwijs HBO5</i>) | 13 |
| A2 | Administratief personeel klasse 2 (<i>minimaal diploma lager secundair onderwijs, hoger secundair beroepsonderwijs administratie, hoger secundair onderwijs</i>) | 14 |
| L1 | Masters / bijzondere functie met universitair diploma / hulpverlener waarvoor een universitair diploma gevraagd werd bij sollicitatie | 15 |
| K5 | Leidinggevende functie in een kleine instelling (max. 29 plaatsen) / onderdirecteur / directiemedewerker | 16 |
| K3 | Directeur in een instelling met 30-59 plaatsen | 17 |
| K2 | Directeur in een instelling met 60-89 plaatsen | 18 |
| K1 | Directeur in een instelling met minimum 90 plaatsen | 19 |
| G1 | Geneesheer omnipracticus | 20 |
| GS | Geneesheer specialist / geneesheer psychiater | 21 |
| Gewaarborgd inkomen | | 22 |
| Vergoeding vakantieverblijven | | 22 |

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| L4 Logistiek personeel klasse 4 | | | | | | | |
|--|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 2.249,94 | 26.999,29 | 2.249,94 | 10.076,36 | 2.069,95 | 41.395,54 | 13,6636 |
| 1 | 2.277,99 | 27.335,92 | 2.277,99 | 10.201,99 | 2.095,75 | 41.911,66 | 13,8340 |
| 2 | 2.306,00 | 27.671,95 | 2.306,00 | 10.327,40 | 2.121,52 | 42.426,87 | 14,0040 |
| 3 | 2.334,05 | 28.008,57 | 2.334,05 | 10.453,03 | 2.147,32 | 42.942,97 | 14,1744 |
| 4 | 2.367,02 | 28.404,22 | 2.367,02 | 10.600,69 | 2.177,66 | 43.549,58 | 14,3746 |
| 5 | 2.391,35 | 28.696,25 | 2.391,35 | 10.709,68 | 2.200,05 | 43.997,33 | 14,5224 |
| 6 | 2.479,40 | 29.752,83 | 2.479,40 | 11.104,00 | 2.281,05 | 45.617,28 | 15,0571 |
| 7 | 2.495,71 | 29.948,51 | 2.495,71 | 11.177,03 | 2.296,05 | 45.917,31 | 15,1561 |
| 8 | 2.591,79 | 31.101,50 | 2.591,79 | 11.607,34 | 2.384,45 | 47.685,08 | 15,7396 |
| 9 | 2.600,06 | 31.200,76 | 2.600,06 | 11.644,38 | 2.392,06 | 47.837,27 | 15,7899 |
| 10 | 2.704,18 | 32.450,18 | 2.704,18 | 12.110,68 | 2.487,85 | 49.752,89 | 16,4222 |
| 11 | 2.704,47 | 32.453,65 | 2.704,47 | 12.111,97 | 2.488,11 | 49.758,20 | 16,4239 |
| 12 | 2.816,57 | 33.798,84 | 2.816,57 | 12.614,01 | 2.591,24 | 51.820,66 | 17,1047 |
| 13 | 2.816,57 | 33.798,84 | 2.816,57 | 12.614,01 | 2.591,24 | 51.820,66 | 17,1047 |
| 14 | 2.928,96 | 35.147,52 | 2.928,96 | 13.117,35 | 2.694,64 | 53.888,47 | 17,7872 |
| 15 | 2.928,96 | 35.147,52 | 2.928,96 | 13.117,35 | 2.694,64 | 53.888,47 | 17,7872 |
| 16 | 2.976,60 | 35.719,24 | 2.976,60 | 13.330,72 | 2.738,48 | 54.765,04 | 18,0765 |
| 17 | 2.976,60 | 35.719,24 | 2.976,60 | 13.330,72 | 2.738,48 | 54.765,04 | 18,0765 |
| 18 | 3.088,99 | 37.067,91 | 3.088,99 | 13.834,05 | 2.841,87 | 56.832,84 | 18,7591 |
| 19 | 3.088,99 | 37.067,91 | 3.088,99 | 13.834,05 | 2.841,87 | 56.832,84 | 18,7591 |
| 20 | 3.201,38 | 38.416,60 | 3.201,38 | 14.337,39 | 2.945,27 | 58.900,65 | 19,4416 |
| 21 | 3.201,38 | 38.416,60 | 3.201,38 | 14.337,39 | 2.945,27 | 58.900,65 | 19,4416 |
| 22 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 23 | 3.361,42 | 40.336,99 | 3.361,42 | 15.054,10 | 3.092,50 | 61.845,01 | 20,4135 |
| 24 | 3.473,80 | 41.685,63 | 3.473,80 | 15.557,42 | 3.195,90 | 63.912,75 | 21,0960 |
| 25 | 3.480,10 | 41.761,25 | 3.480,10 | 15.585,65 | 3.201,70 | 64.028,70 | 21,1342 |
| 26 | 3.485,94 | 41.831,33 | 3.485,94 | 15.611,80 | 3.207,07 | 64.136,15 | 21,1697 |
| 27 | 3.491,36 | 41.896,26 | 3.491,36 | 15.636,03 | 3.212,05 | 64.235,70 | 21,2026 |
| 28 | 3.496,37 | 41.956,41 | 3.496,37 | 15.658,48 | 3.216,66 | 64.327,92 | 21,2330 |
| 29 | 3.501,01 | 42.012,10 | 3.501,01 | 15.679,27 | 3.220,93 | 64.413,31 | 21,2612 |
| 30 | 3.505,31 | 42.063,74 | 3.505,31 | 15.698,54 | 3.224,89 | 64.492,48 | 21,2873 |
| 31 | 3.509,29 | 42.111,54 | 3.509,29 | 15.716,38 | 3.228,55 | 64.565,76 | 21,3115 |
| 32 | 3.512,98 | 42.155,80 | 3.512,98 | 15.732,90 | 3.231,94 | 64.633,63 | 21,3339 |
| 33 | 3.516,40 | 42.196,77 | 3.516,40 | 15.748,19 | 3.235,09 | 64.696,44 | 21,3546 |
| 34 | 3.519,56 | 42.234,74 | 3.519,56 | 15.762,36 | 3.238,00 | 64.754,65 | 21,3739 |
| 35 | 3.522,49 | 42.269,86 | 3.522,49 | 15.775,46 | 3.240,69 | 64.808,51 | 21,3916 |

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3.

| L3 Logistiek personeel klasse 3 (minimaal getuigschrift hoger secundair beroepsonderwijs, lager secundair technisch onderwijs, ervaringsbewijs of gelijkwaardige attestering) | | | | | | | |
|--|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 2.354,62 | 28.255,45 | 2.354,62 | 10.545,17 | 2.166,25 | 43.321,49 | 14,2993 |
| 1 | 2.444,89 | 29.338,67 | 2.444,89 | 10.949,43 | 2.249,30 | 44.982,29 | 14,8475 |
| 2 | 2.536,13 | 30.433,62 | 2.536,13 | 11.358,08 | 2.333,24 | 46.661,07 | 15,4016 |
| 3 | 2.627,38 | 31.528,60 | 2.627,38 | 11.766,74 | 2.417,19 | 48.339,92 | 15,9558 |
| 4 | 2.718,63 | 32.623,55 | 2.718,63 | 12.175,38 | 2.501,14 | 50.018,70 | 16,5099 |
| 5 | 2.718,63 | 32.623,55 | 2.718,63 | 12.175,38 | 2.501,14 | 50.018,70 | 16,5099 |
| 6 | 2.848,68 | 34.184,10 | 2.848,68 | 12.757,79 | 2.620,78 | 52.411,35 | 17,2996 |
| 7 | 2.848,68 | 34.184,10 | 2.848,68 | 12.757,79 | 2.620,78 | 52.411,35 | 17,2996 |
| 8 | 2.961,47 | 35.537,64 | 2.961,47 | 13.262,94 | 2.724,55 | 54.486,60 | 17,9846 |
| 9 | 2.961,47 | 35.537,64 | 2.961,47 | 13.262,94 | 2.724,55 | 54.486,60 | 17,9846 |
| 10 | 3.044,03 | 36.528,39 | 3.044,03 | 13.632,70 | 2.800,51 | 56.005,63 | 18,4860 |
| 11 | 3.044,03 | 36.528,39 | 3.044,03 | 13.632,70 | 2.800,51 | 56.005,63 | 18,4860 |
| 12 | 3.174,08 | 38.088,96 | 3.174,08 | 14.215,12 | 2.920,15 | 58.398,31 | 19,2758 |
| 13 | 3.174,08 | 38.088,96 | 3.174,08 | 14.215,12 | 2.920,15 | 58.398,31 | 19,2758 |
| 14 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 15 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 16 | 3.369,44 | 40.433,27 | 3.369,44 | 15.090,03 | 3.099,88 | 61.992,62 | 20,4622 |
| 17 | 3.369,44 | 40.433,27 | 3.369,44 | 15.090,03 | 3.099,88 | 61.992,62 | 20,4622 |
| 18 | 3.499,48 | 41.993,82 | 3.499,48 | 15.672,44 | 3.219,53 | 64.385,27 | 21,2519 |
| 19 | 3.499,48 | 41.993,82 | 3.499,48 | 15.672,44 | 3.219,53 | 64.385,27 | 21,2519 |
| 20 | 3.629,54 | 43.554,44 | 3.629,54 | 16.254,88 | 3.339,17 | 66.778,03 | 22,0417 |
| 21 | 3.629,54 | 43.554,44 | 3.629,54 | 16.254,88 | 3.339,17 | 66.778,03 | 22,0417 |
| 22 | 3.759,59 | 45.115,06 | 3.759,59 | 16.837,32 | 3.458,82 | 69.170,79 | 22,8315 |
| 23 | 3.889,64 | 46.675,63 | 3.889,64 | 17.419,74 | 3.578,47 | 71.563,47 | 23,6213 |
| 24 | 4.019,69 | 48.236,26 | 4.019,69 | 18.002,17 | 3.698,11 | 73.956,23 | 24,4111 |
| 25 | 4.026,98 | 48.323,76 | 4.026,98 | 18.034,83 | 3.704,82 | 74.090,39 | 24,4553 |
| 26 | 4.033,74 | 48.404,86 | 4.033,74 | 18.065,10 | 3.711,04 | 74.214,74 | 24,4964 |
| 27 | 4.040,00 | 48.479,98 | 4.040,00 | 18.093,13 | 3.716,80 | 74.329,92 | 24,5344 |
| 28 | 4.045,80 | 48.549,59 | 4.045,80 | 18.119,11 | 3.722,14 | 74.436,63 | 24,5696 |
| 29 | 4.051,17 | 48.614,04 | 4.051,17 | 18.143,16 | 3.727,08 | 74.535,45 | 24,6022 |
| 30 | 4.056,15 | 48.673,79 | 4.056,15 | 18.165,47 | 3.731,66 | 74.627,07 | 24,6325 |
| 31 | 4.060,76 | 48.729,09 | 4.060,76 | 18.186,10 | 3.735,90 | 74.711,85 | 24,6605 |
| 32 | 4.065,03 | 48.780,31 | 4.065,03 | 18.205,22 | 3.739,82 | 74.790,38 | 24,6864 |
| 33 | 4.068,98 | 48.827,72 | 4.068,98 | 18.222,91 | 3.743,46 | 74.863,07 | 24,7104 |
| 34 | 4.072,64 | 48.871,65 | 4.072,64 | 18.239,31 | 3.746,83 | 74.930,43 | 24,7326 |
| 35 | 4.076,02 | 48.912,30 | 4.076,02 | 18.254,48 | 3.749,94 | 74.992,75 | 24,7532 |

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| L2 Logistiek personeel klasse 2 (minimaal getuigschrift hoger secundair technisch onderwijs) | | | | | | | |
|---|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 2.545,86 | 30.550,31 | 2.545,86 | 11.401,63 | 2.342,19 | 46.839,98 | 15,4607 |
| 1 | 2.644,99 | 31.739,86 | 2.644,99 | 11.845,58 | 2.433,39 | 48.663,82 | 16,0627 |
| 2 | 2.744,12 | 32.929,41 | 2.744,12 | 12.289,53 | 2.524,59 | 50.487,65 | 16,6647 |
| 3 | 2.843,25 | 34.118,98 | 2.843,25 | 12.733,49 | 2.615,79 | 52.311,51 | 17,2667 |
| 4 | 2.942,38 | 35.308,54 | 2.942,38 | 13.177,44 | 2.706,99 | 54.135,34 | 17,8687 |
| 5 | 2.942,38 | 35.308,54 | 2.942,38 | 13.177,44 | 2.706,99 | 54.135,34 | 17,8687 |
| 6 | 3.018,92 | 36.227,07 | 3.018,92 | 13.520,24 | 2.777,41 | 55.543,64 | 18,3335 |
| 7 | 3.018,92 | 36.227,07 | 3.018,92 | 13.520,24 | 2.777,41 | 55.543,64 | 18,3335 |
| 8 | 3.160,21 | 37.922,53 | 3.160,21 | 14.153,00 | 2.907,39 | 58.143,14 | 19,1916 |
| 9 | 3.160,21 | 37.922,53 | 3.160,21 | 14.153,00 | 2.907,39 | 58.143,14 | 19,1916 |
| 10 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 11 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 12 | 3.378,04 | 40.536,54 | 3.378,04 | 15.128,57 | 3.107,80 | 62.150,96 | 20,5144 |
| 13 | 3.378,04 | 40.536,54 | 3.378,04 | 15.128,57 | 3.107,80 | 62.150,96 | 20,5144 |
| 14 | 3.519,33 | 42.232,00 | 3.519,33 | 15.761,33 | 3.237,79 | 64.750,46 | 21,3725 |
| 15 | 3.519,33 | 42.232,00 | 3.519,33 | 15.761,33 | 3.237,79 | 64.750,46 | 21,3725 |
| 16 | 3.660,62 | 43.927,47 | 3.660,62 | 16.394,10 | 3.367,77 | 67.349,96 | 22,2305 |
| 17 | 3.660,62 | 43.927,47 | 3.660,62 | 16.394,10 | 3.367,77 | 67.349,96 | 22,2305 |
| 18 | 3.801,91 | 45.622,94 | 3.801,91 | 17.026,86 | 3.497,76 | 69.949,48 | 23,0885 |
| 19 | 3.801,91 | 45.622,94 | 3.801,91 | 17.026,86 | 3.497,76 | 69.949,48 | 23,0885 |
| 20 | 3.943,20 | 47.318,41 | 3.943,20 | 17.659,62 | 3.627,74 | 72.548,98 | 23,9466 |
| 21 | 3.943,20 | 47.318,41 | 3.943,20 | 17.659,62 | 3.627,74 | 72.548,98 | 23,9466 |
| 22 | 4.084,49 | 49.013,86 | 4.084,49 | 18.292,38 | 3.757,73 | 75.148,46 | 24,8046 |
| 23 | 4.225,78 | 50.709,35 | 4.225,78 | 18.925,15 | 3.887,72 | 77.747,99 | 25,6626 |
| 24 | 4.367,07 | 52.404,80 | 4.367,07 | 19.557,91 | 4.017,70 | 80.347,48 | 26,5206 |
| 25 | 4.374,99 | 52.499,88 | 4.374,99 | 19.593,39 | 4.024,99 | 80.493,26 | 26,5688 |
| 26 | 4.382,33 | 52.587,99 | 4.382,33 | 19.626,27 | 4.031,75 | 80.628,34 | 26,6134 |
| 27 | 4.389,13 | 52.669,60 | 4.389,13 | 19.656,73 | 4.038,00 | 80.753,47 | 26,6547 |
| 28 | 4.395,44 | 52.745,22 | 4.395,44 | 19.684,96 | 4.043,80 | 80.869,42 | 26,6929 |
| 29 | 4.401,27 | 52.815,23 | 4.401,27 | 19.711,09 | 4.049,17 | 80.976,76 | 26,7284 |
| 30 | 4.406,68 | 52.880,15 | 4.406,68 | 19.735,31 | 4.054,14 | 81.076,29 | 26,7612 |
| 31 | 4.411,69 | 52.940,23 | 4.411,69 | 19.757,73 | 4.058,75 | 81.168,40 | 26,7916 |
| 32 | 4.416,32 | 52.995,87 | 4.416,32 | 19.778,50 | 4.063,02 | 81.253,71 | 26,8198 |
| 33 | 4.420,62 | 53.047,39 | 4.420,62 | 19.797,73 | 4.066,97 | 81.332,71 | 26,8458 |
| 34 | 4.424,59 | 53.095,11 | 4.424,59 | 19.815,54 | 4.070,63 | 81.405,87 | 26,8700 |
| 35 | 4.428,27 | 53.139,27 | 4.428,27 | 19.832,02 | 4.074,01 | 81.473,58 | 26,8923 |

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tot overschrijding spilindex 133,28

| Begeleidend en verzorgend personeel klasse 2B / ADL-assistent / hulpverlener klasse 2B / adviesverlener HB klasse 2B (getuigschrift lager secundair onderwijs of hoger secundair beroepsopleiding menswetensch.) | | | | | | | |
|---|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 2.556,20 | 30.674,36 | 2.556,20 | 11.447,93 | 2.351,70 | 47.030,18 | 15,5235 |
| 1 | 2.603,00 | 31.235,96 | 2.603,00 | 11.657,52 | 2.394,76 | 47.891,23 | 15,8077 |
| 2 | 2.656,07 | 31.872,83 | 2.656,07 | 11.895,20 | 2.443,58 | 48.867,68 | 16,1300 |
| 3 | 2.751,26 | 33.015,18 | 2.751,26 | 12.321,54 | 2.531,16 | 50.619,14 | 16,7081 |
| 4 | 2.845,89 | 34.150,66 | 2.845,89 | 12.745,31 | 2.618,22 | 52.360,08 | 17,2827 |
| 5 | 2.846,46 | 34.157,51 | 2.846,46 | 12.747,87 | 2.618,74 | 52.370,58 | 17,2862 |
| 6 | 2.961,47 | 35.537,64 | 2.961,47 | 13.262,94 | 2.724,55 | 54.486,60 | 17,9846 |
| 7 | 2.961,47 | 35.537,64 | 2.961,47 | 13.262,94 | 2.724,55 | 54.486,60 | 17,9846 |
| 8 | 3.052,56 | 36.630,69 | 3.052,56 | 13.670,88 | 2.808,35 | 56.162,48 | 18,5378 |
| 9 | 3.054,02 | 36.648,26 | 3.054,02 | 13.677,43 | 2.809,70 | 56.189,41 | 18,5467 |
| 10 | 3.188,89 | 38.266,66 | 3.188,89 | 14.281,44 | 2.933,78 | 58.670,76 | 19,3657 |
| 11 | 3.190,35 | 38.284,25 | 3.190,35 | 14.288,00 | 2.935,13 | 58.697,73 | 19,3746 |
| 12 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 13 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 14 | 3.396,81 | 40.761,71 | 3.396,81 | 15.212,61 | 3.125,06 | 62.496,19 | 20,6284 |
| 15 | 3.398,27 | 40.779,30 | 3.398,27 | 15.219,17 | 3.126,41 | 62.523,16 | 20,6373 |
| 16 | 3.533,14 | 42.397,70 | 3.533,14 | 15.823,18 | 3.250,49 | 65.004,51 | 21,4563 |
| 17 | 3.534,60 | 42.415,26 | 3.534,60 | 15.829,73 | 3.251,84 | 65.031,43 | 21,4652 |
| 18 | 3.669,47 | 44.033,66 | 3.669,47 | 16.433,73 | 3.375,91 | 67.512,78 | 22,2842 |
| 19 | 3.670,94 | 44.051,28 | 3.670,94 | 16.440,30 | 3.377,26 | 67.539,79 | 22,2932 |
| 20 | 3.805,81 | 45.669,67 | 3.805,81 | 17.044,30 | 3.501,34 | 70.021,12 | 23,1122 |
| 21 | 3.807,27 | 45.687,23 | 3.807,27 | 17.050,85 | 3.502,69 | 70.048,04 | 23,1211 |
| 22 | 3.942,14 | 47.305,64 | 3.942,14 | 17.654,86 | 3.626,77 | 72.529,41 | 23,9401 |
| 23 | 4.078,47 | 48.941,64 | 4.078,47 | 18.265,43 | 3.752,19 | 75.037,73 | 24,7680 |
| 24 | 4.213,34 | 50.560,06 | 4.213,34 | 18.869,43 | 3.876,27 | 77.519,10 | 25,5871 |
| 25 | 4.222,45 | 50.669,36 | 4.222,45 | 18.910,23 | 3.884,65 | 77.686,68 | 25,6424 |
| 26 | 4.229,53 | 50.754,39 | 4.229,53 | 18.941,96 | 3.891,17 | 77.817,06 | 25,6854 |
| 27 | 4.237,57 | 50.850,87 | 4.237,57 | 18.977,97 | 3.898,57 | 77.964,98 | 25,7342 |
| 28 | 4.243,66 | 50.923,88 | 4.243,66 | 19.005,22 | 3.904,16 | 78.076,92 | 25,7712 |
| 29 | 4.249,29 | 50.991,48 | 4.249,29 | 19.030,44 | 3.909,35 | 78.180,55 | 25,8054 |
| 30 | 4.254,51 | 51.054,15 | 4.254,51 | 19.053,83 | 3.914,15 | 78.276,64 | 25,8371 |
| 31 | 4.259,35 | 51.112,16 | 4.259,35 | 19.075,48 | 3.918,60 | 78.365,58 | 25,8665 |
| 32 | 4.263,82 | 51.165,88 | 4.263,82 | 19.095,53 | 3.922,72 | 78.447,95 | 25,8937 |
| 33 | 4.267,97 | 51.215,60 | 4.267,97 | 19.114,09 | 3.926,53 | 78.524,19 | 25,9188 |
| 34 | 4.271,81 | 51.261,69 | 4.271,81 | 19.131,29 | 3.930,06 | 78.594,85 | 25,9421 |
| 35 | 4.275,36 | 51.304,33 | 4.275,36 | 19.147,20 | 3.933,33 | 78.660,22 | 25,9637 |

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| Begeleidend en verzorgend personeel klasse 2A / hulpverlener klasse 2A / B2a adviesverlener HB klasse 2A (diploma van hoger secundair onderwijs met een specifieke oriëntatie of hoger secundair beroepsonderwijs) | | | | | | | |
|---|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 2.805,57 | 33.666,79 | 2.805,57 | 12.564,73 | 2.581,12 | 51.618,21 | 17,0379 |
| 1 | 2.874,03 | 34.488,35 | 2.874,03 | 12.871,34 | 2.644,11 | 52.877,83 | 17,4536 |
| 2 | 2.963,97 | 35.567,68 | 2.963,97 | 13.274,16 | 2.726,86 | 54.532,67 | 17,9998 |
| 3 | 3.057,96 | 36.695,49 | 3.057,96 | 13.695,06 | 2.813,32 | 56.261,82 | 18,5706 |
| 4 | 3.143,08 | 37.716,95 | 3.143,08 | 14.076,28 | 2.891,63 | 57.827,94 | 19,0875 |
| 5 | 3.183,72 | 38.204,69 | 3.183,72 | 14.258,31 | 2.929,03 | 58.575,76 | 19,3344 |
| 6 | 3.266,80 | 39.201,59 | 3.266,80 | 14.630,36 | 3.005,45 | 60.104,20 | 19,8389 |
| 7 | 3.304,02 | 39.648,22 | 3.304,02 | 14.797,05 | 3.039,70 | 60.788,98 | 20,0649 |
| 8 | 3.408,01 | 40.896,15 | 3.408,01 | 15.262,79 | 3.135,37 | 62.702,33 | 20,6964 |
| 9 | 3.441,26 | 41.295,16 | 3.441,26 | 15.411,70 | 3.165,96 | 63.314,09 | 20,8984 |
| 10 | 3.512,29 | 42.147,52 | 3.512,29 | 15.729,81 | 3.231,31 | 64.620,93 | 21,3297 |
| 11 | 3.541,07 | 42.492,89 | 3.541,07 | 15.858,70 | 3.257,79 | 65.150,46 | 21,5045 |
| 12 | 3.635,67 | 43.628,00 | 3.635,67 | 16.282,33 | 3.344,81 | 66.890,81 | 22,0789 |
| 13 | 3.661,80 | 43.941,64 | 3.661,80 | 16.399,39 | 3.368,86 | 67.371,69 | 22,2377 |
| 14 | 3.755,13 | 45.061,59 | 3.755,13 | 16.817,36 | 3.454,72 | 69.088,81 | 22,8044 |
| 15 | 3.778,16 | 45.337,97 | 3.778,16 | 16.920,51 | 3.475,91 | 69.512,55 | 22,9443 |
| 16 | 3.868,54 | 46.422,50 | 3.868,54 | 17.325,26 | 3.559,06 | 71.175,36 | 23,4932 |
| 17 | 3.888,77 | 46.665,28 | 3.888,77 | 17.415,87 | 3.577,67 | 71.547,60 | 23,6160 |
| 18 | 3.976,51 | 47.718,12 | 3.976,51 | 17.808,80 | 3.658,39 | 73.161,82 | 24,1488 |
| 19 | 3.994,24 | 47.930,93 | 3.994,24 | 17.888,22 | 3.674,70 | 73.488,10 | 24,2565 |
| 20 | 4.079,63 | 48.955,54 | 4.079,63 | 18.270,61 | 3.753,26 | 75.059,04 | 24,7751 |
| 21 | 4.095,14 | 49.141,74 | 4.095,14 | 18.340,11 | 3.767,53 | 75.344,52 | 24,8693 |
| 22 | 4.178,45 | 50.141,36 | 4.178,45 | 18.713,18 | 3.844,17 | 76.877,16 | 25,3752 |
| 23 | 4.272,62 | 51.271,44 | 4.272,62 | 19.134,93 | 3.930,81 | 78.609,80 | 25,9471 |
| 24 | 4.413,91 | 52.966,90 | 4.413,91 | 19.767,69 | 4.060,80 | 81.209,30 | 26,8051 |
| 25 | 4.423,45 | 53.081,43 | 4.423,45 | 19.810,43 | 4.069,58 | 81.384,89 | 26,8631 |
| 26 | 4.430,88 | 53.170,51 | 4.430,88 | 19.843,68 | 4.076,41 | 81.521,47 | 26,9082 |
| 27 | 4.439,30 | 53.271,59 | 4.439,30 | 19.881,40 | 4.084,16 | 81.676,45 | 26,9593 |
| 28 | 4.445,67 | 53.348,08 | 4.445,67 | 19.909,95 | 4.090,02 | 81.793,72 | 26,9980 |
| 29 | 4.451,57 | 53.418,89 | 4.451,57 | 19.936,38 | 4.095,45 | 81.902,29 | 27,0339 |
| 30 | 4.457,05 | 53.484,55 | 4.457,05 | 19.960,88 | 4.100,48 | 82.002,96 | 27,0671 |
| 31 | 4.462,11 | 53.545,32 | 4.462,11 | 19.983,56 | 4.105,14 | 82.096,13 | 27,0978 |
| 32 | 4.466,80 | 53.601,60 | 4.466,80 | 20.004,56 | 4.109,46 | 82.182,42 | 27,1263 |
| 33 | 4.471,14 | 53.653,69 | 4.471,14 | 20.024,00 | 4.113,45 | 82.262,29 | 27,1527 |
| 34 | 4.475,16 | 53.701,97 | 4.475,16 | 20.042,02 | 4.117,15 | 82.336,31 | 27,1771 |
| 35 | 4.478,89 | 53.746,63 | 4.478,89 | 20.058,69 | 4.120,58 | 82.404,79 | 27,1997 |

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7.

| B1c Begeleidend personeel klasse 1 / hulpverlener klasse 1 / adviesverlener HB klasse 1 (diploma hoger onderwijs met specifieke oriëntatie of eindgetuigschrift HBO5) | | | | | | | |
|--|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 3.077,16 | 36.925,91 | 3.077,16 | 13.781,06 | 2.830,99 | 56.615,12 | 18,6872 |
| 1 | 3.146,81 | 37.761,67 | 3.146,81 | 14.092,97 | 2.895,06 | 57.896,51 | 19,1102 |
| 2 | 3.242,20 | 38.906,36 | 3.242,20 | 14.520,18 | 2.982,82 | 59.651,56 | 19,6895 |
| 3 | 3.349,65 | 40.195,74 | 3.349,65 | 15.001,39 | 3.081,67 | 61.628,45 | 20,3420 |
| 4 | 3.444,60 | 41.335,25 | 3.444,60 | 15.426,66 | 3.169,04 | 63.375,54 | 20,9186 |
| 5 | 3.491,48 | 41.897,71 | 3.491,48 | 15.636,57 | 3.212,16 | 64.237,92 | 21,2033 |
| 6 | 3.593,46 | 43.121,50 | 3.593,46 | 16.093,30 | 3.305,98 | 66.114,25 | 21,8226 |
| 7 | 3.636,19 | 43.634,28 | 3.636,19 | 16.284,68 | 3.345,30 | 66.900,45 | 22,0821 |
| 8 | 3.755,10 | 45.061,26 | 3.755,10 | 16.817,24 | 3.454,70 | 69.088,30 | 22,8043 |
| 9 | 3.793,50 | 45.521,99 | 3.793,50 | 16.989,19 | 3.490,02 | 69.794,70 | 23,0374 |
| 10 | 3.908,04 | 46.896,52 | 3.908,04 | 17.502,17 | 3.595,40 | 71.902,14 | 23,7331 |
| 11 | 3.942,33 | 47.308,01 | 3.942,33 | 17.655,74 | 3.626,95 | 72.533,03 | 23,9413 |
| 12 | 4.052,80 | 48.633,57 | 4.052,80 | 18.150,45 | 3.728,57 | 74.565,39 | 24,6121 |
| 13 | 4.083,17 | 48.998,08 | 4.083,17 | 18.286,49 | 3.756,52 | 75.124,27 | 24,7966 |
| 14 | 4.189,89 | 50.278,73 | 4.189,89 | 18.764,44 | 3.854,70 | 77.087,77 | 25,4447 |
| 15 | 4.216,71 | 50.600,52 | 4.216,71 | 18.884,54 | 3.879,37 | 77.581,14 | 25,6076 |
| 16 | 4.322,73 | 51.872,80 | 4.322,73 | 19.359,36 | 3.976,91 | 79.531,81 | 26,2514 |
| 17 | 4.348,87 | 52.186,40 | 4.348,87 | 19.476,40 | 4.000,96 | 80.012,62 | 26,4101 |
| 18 | 4.451,55 | 53.418,56 | 4.451,55 | 19.936,25 | 4.095,42 | 81.901,78 | 27,0337 |
| 19 | 4.474,52 | 53.694,18 | 4.474,52 | 20.039,12 | 4.116,55 | 82.324,37 | 27,1732 |
| 20 | 4.574,20 | 54.890,36 | 4.574,20 | 20.485,54 | 4.208,26 | 84.158,35 | 27,7785 |
| 21 | 4.594,33 | 55.131,99 | 4.594,33 | 20.575,72 | 4.226,79 | 84.528,83 | 27,9008 |
| 22 | 4.692,77 | 56.313,24 | 4.692,77 | 21.016,57 | 4.317,35 | 86.339,93 | 28,4986 |
| 23 | 4.855,07 | 58.260,89 | 4.855,07 | 21.743,45 | 4.466,67 | 89.326,08 | 29,4843 |
| 24 | 5.015,63 | 60.187,55 | 5.015,63 | 22.462,50 | 4.614,38 | 92.280,06 | 30,4593 |
| 25 | 5.026,48 | 60.317,72 | 5.026,48 | 22.511,08 | 4.624,36 | 92.479,64 | 30,5252 |
| 26 | 5.034,91 | 60.418,94 | 5.034,91 | 22.548,85 | 4.632,12 | 92.634,82 | 30,5764 |
| 27 | 5.044,48 | 60.533,73 | 5.044,48 | 22.591,69 | 4.640,92 | 92.810,81 | 30,6345 |
| 28 | 5.051,72 | 60.620,65 | 5.051,72 | 22.624,13 | 4.647,58 | 92.944,08 | 30,6785 |
| 29 | 5.058,43 | 60.701,11 | 5.058,43 | 22.654,16 | 4.653,75 | 93.067,45 | 30,7192 |
| 30 | 5.064,64 | 60.775,72 | 5.064,64 | 22.682,01 | 4.659,47 | 93.181,84 | 30,7569 |
| 31 | 5.070,40 | 60.844,78 | 5.070,40 | 22.707,78 | 4.664,77 | 93.287,72 | 30,7919 |
| 32 | 5.075,73 | 60.908,73 | 5.075,73 | 22.731,64 | 4.669,67 | 93.385,77 | 30,8243 |
| 33 | 5.080,66 | 60.967,93 | 5.080,66 | 22.753,74 | 4.674,21 | 93.476,54 | 30,8542 |
| 34 | 5.085,23 | 61.022,79 | 5.085,23 | 22.774,21 | 4.678,41 | 93.560,64 | 30,8820 |
| 35 | 5.089,46 | 61.073,53 | 5.089,46 | 22.793,15 | 4.682,30 | 93.638,45 | 30,9077 |

| B1b Hoofdopvoeder / hoofdbegeleider / teambegeleider / diensthoofd paramedicus en maatsch.werk | | | | | | | |
|---|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 3.344,62 | 40.135,46 | 3.344,62 | 14.978,89 | 3.077,05 | 61.536,02 | 20,3115 |
| 1 | 3.407,12 | 40.885,48 | 3.407,12 | 15.258,80 | 3.134,55 | 62.685,96 | 20,6910 |
| 2 | 3.491,93 | 41.903,18 | 3.491,93 | 15.638,62 | 3.212,58 | 64.246,31 | 21,2061 |
| 3 | 3.574,15 | 42.889,82 | 3.574,15 | 16.006,84 | 3.288,22 | 65.759,03 | 21,7054 |
| 4 | 3.661,28 | 43.935,38 | 3.661,28 | 16.397,05 | 3.368,38 | 67.362,09 | 22,2345 |
| 5 | 3.723,24 | 44.678,87 | 3.723,24 | 16.674,53 | 3.425,38 | 68.502,02 | 22,6108 |
| 6 | 3.844,28 | 46.131,37 | 3.844,28 | 17.216,61 | 3.536,74 | 70.729,01 | 23,3458 |
| 7 | 3.890,01 | 46.680,09 | 3.890,01 | 17.421,40 | 3.578,81 | 71.570,31 | 23,6235 |
| 8 | 4.017,29 | 48.207,50 | 4.017,29 | 17.991,44 | 3.695,91 | 73.912,14 | 24,3965 |
| 9 | 4.058,20 | 48.698,35 | 4.058,20 | 18.174,63 | 3.733,54 | 74.664,72 | 24,6449 |
| 10 | 4.180,79 | 50.169,49 | 4.180,79 | 18.723,67 | 3.846,33 | 76.920,27 | 25,3894 |
| 11 | 4.217,16 | 50.605,95 | 4.217,16 | 18.886,56 | 3.879,79 | 77.589,46 | 25,6103 |
| 12 | 4.335,39 | 52.024,71 | 4.335,39 | 19.416,06 | 3.988,56 | 79.764,72 | 26,3283 |
| 13 | 4.367,67 | 52.411,98 | 4.367,67 | 19.560,59 | 4.018,25 | 80.358,49 | 26,5243 |
| 14 | 4.481,89 | 53.782,66 | 4.481,89 | 20.072,14 | 4.123,34 | 82.460,01 | 27,2179 |
| 15 | 4.510,60 | 54.127,24 | 4.510,60 | 20.200,74 | 4.149,75 | 82.988,33 | 27,3923 |
| 16 | 4.624,08 | 55.488,92 | 4.624,08 | 20.708,93 | 4.254,15 | 85.076,08 | 28,0814 |
| 17 | 4.652,08 | 55.824,90 | 4.652,08 | 20.834,32 | 4.279,91 | 85.591,20 | 28,2515 |
| 18 | 4.761,97 | 57.143,62 | 4.761,97 | 21.326,48 | 4.381,01 | 87.613,08 | 28,9188 |
| 19 | 4.786,57 | 57.438,80 | 4.786,57 | 21.436,64 | 4.403,64 | 88.065,65 | 29,0682 |
| 20 | 4.893,25 | 58.718,99 | 4.893,25 | 21.914,42 | 4.501,79 | 90.028,45 | 29,7161 |
| 21 | 4.914,82 | 58.977,84 | 4.914,82 | 22.011,02 | 4.521,63 | 90.425,31 | 29,8471 |
| 22 | 5.021,18 | 60.254,11 | 5.021,18 | 22.487,34 | 4.619,48 | 92.382,10 | 30,4930 |
| 23 | 5.194,84 | 62.338,05 | 5.194,84 | 23.265,08 | 4.779,25 | 95.577,22 | 31,5476 |
| 24 | 5.366,63 | 64.399,55 | 5.366,63 | 24.034,45 | 4.937,30 | 98.737,93 | 32,5909 |
| 25 | 5.378,24 | 64.538,87 | 5.378,24 | 24.086,44 | 4.947,98 | 98.951,53 | 32,6614 |
| 26 | 5.387,26 | 64.647,17 | 5.387,26 | 24.126,86 | 4.956,28 | 99.117,57 | 32,7162 |
| 27 | 5.397,50 | 64.769,97 | 5.397,50 | 24.172,69 | 4.965,70 | 99.305,86 | 32,7783 |
| 28 | 5.405,25 | 64.862,96 | 5.405,25 | 24.207,40 | 4.972,83 | 99.448,44 | 32,8254 |
| 29 | 5.412,42 | 64.949,07 | 5.412,42 | 24.239,53 | 4.979,43 | 99.580,46 | 32,8690 |
| 30 | 5.419,08 | 65.028,90 | 5.419,08 | 24.269,33 | 4.985,55 | 99.702,86 | 32,9094 |
| 31 | 5.425,23 | 65.102,79 | 5.425,23 | 24.296,90 | 4.991,21 | 99.816,13 | 32,9468 |
| 32 | 5.430,93 | 65.171,22 | 5.430,93 | 24.322,44 | 4.996,46 | 99.921,05 | 32,9814 |
| 33 | 5.436,21 | 65.234,56 | 5.436,21 | 24.346,08 | 5.001,32 | 100.018,17 | 33,0134 |
| 34 | 5.441,10 | 65.293,25 | 5.441,10 | 24.367,98 | 5.005,82 | 100.108,15 | 33,0431 |
| 35 | 5.445,63 | 65.347,55 | 5.445,63 | 24.388,25 | 5.009,98 | 100.191,41 | 33,0706 |

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| B1a ondersteunend kaderpersoneel / ... coördinator-paramedicus / coördinator sociaal verhuurkantoor of huurdersbond / jurist huurdersbond | | | | | | | |
|--|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 3.550,62 | 42.607,41 | 3.550,62 | 15.901,44 | 3.266,57 | 65.326,03 | 21,5625 |
| 1 | 3.605,26 | 43.263,15 | 3.605,26 | 16.146,17 | 3.316,84 | 66.331,42 | 21,8943 |
| 2 | 3.659,85 | 43.918,24 | 3.659,85 | 16.390,65 | 3.367,07 | 67.335,81 | 22,2258 |
| 3 | 3.732,95 | 44.795,37 | 3.732,95 | 16.718,01 | 3.434,31 | 68.680,64 | 22,6697 |
| 4 | 3.785,73 | 45.428,74 | 3.785,73 | 16.954,38 | 3.482,87 | 69.651,72 | 22,9903 |
| 5 | 3.882,03 | 46.584,40 | 3.882,03 | 17.385,69 | 3.571,47 | 71.423,59 | 23,5751 |
| 6 | 3.929,70 | 47.156,41 | 3.929,70 | 17.599,17 | 3.615,32 | 72.300,60 | 23,8646 |
| 7 | 4.020,96 | 48.251,56 | 4.020,96 | 18.007,89 | 3.699,29 | 73.979,70 | 24,4188 |
| 8 | 4.105,80 | 49.269,56 | 4.105,80 | 18.387,81 | 3.777,33 | 75.540,50 | 24,9340 |
| 9 | 4.150,13 | 49.801,50 | 4.150,13 | 18.586,34 | 3.818,12 | 76.356,08 | 25,2032 |
| 10 | 4.273,25 | 51.278,98 | 4.273,25 | 19.137,74 | 3.931,39 | 78.621,36 | 25,9509 |
| 11 | 4.309,62 | 51.715,43 | 4.309,62 | 19.300,63 | 3.964,85 | 79.290,53 | 26,1718 |
| 12 | 4.431,80 | 53.181,62 | 4.431,80 | 19.847,82 | 4.077,26 | 81.538,50 | 26,9138 |
| 13 | 4.463,99 | 53.567,86 | 4.463,99 | 19.991,97 | 4.106,87 | 82.130,69 | 27,1092 |
| 14 | 4.582,16 | 54.985,98 | 4.582,16 | 20.521,22 | 4.215,59 | 84.304,96 | 27,8269 |
| 15 | 4.610,52 | 55.326,25 | 4.610,52 | 20.648,22 | 4.241,68 | 84.826,66 | 27,9991 |
| 16 | 4.727,95 | 56.735,36 | 4.727,95 | 21.174,11 | 4.349,71 | 86.987,13 | 28,7122 |
| 17 | 4.755,59 | 57.067,09 | 4.755,59 | 21.297,91 | 4.375,14 | 87.495,74 | 28,8801 |
| 18 | 4.893,83 | 58.725,98 | 4.893,83 | 21.917,03 | 4.502,33 | 90.039,17 | 29,7196 |
| 19 | 4.894,98 | 58.739,73 | 4.894,98 | 21.922,16 | 4.503,38 | 90.060,24 | 29,7266 |
| 20 | 5.074,80 | 60.897,61 | 5.074,80 | 22.727,50 | 4.668,82 | 93.368,72 | 30,8186 |
| 21 | 5.075,94 | 60.911,30 | 5.075,94 | 22.732,60 | 4.669,87 | 93.389,71 | 30,8256 |
| 22 | 5.255,76 | 63.069,18 | 5.255,76 | 23.537,94 | 4.835,30 | 96.698,19 | 31,9176 |
| 23 | 5.437,52 | 65.250,27 | 5.437,52 | 24.351,95 | 5.002,52 | 100.042,26 | 33,0214 |
| 24 | 5.617,35 | 67.408,16 | 5.617,35 | 25.157,29 | 5.167,96 | 103.350,75 | 34,1134 |
| 25 | 5.629,49 | 67.553,94 | 5.629,49 | 25.211,69 | 5.179,14 | 103.574,26 | 34,1872 |
| 26 | 5.638,94 | 67.667,30 | 5.638,94 | 25.254,00 | 5.187,83 | 103.748,07 | 34,2446 |
| 27 | 5.649,66 | 67.795,87 | 5.649,66 | 25.301,98 | 5.197,68 | 103.945,20 | 34,3097 |
| 28 | 5.657,77 | 67.893,21 | 5.657,77 | 25.338,31 | 5.205,15 | 104.094,44 | 34,3589 |
| 29 | 5.665,28 | 67.983,34 | 5.665,28 | 25.371,95 | 5.212,06 | 104.232,62 | 34,4045 |
| 30 | 5.672,24 | 68.066,90 | 5.672,24 | 25.403,13 | 5.218,46 | 104.360,73 | 34,4468 |
| 31 | 5.678,69 | 68.144,23 | 5.678,69 | 25.432,00 | 5.224,39 | 104.479,30 | 34,4859 |
| 32 | 5.684,65 | 68.215,85 | 5.684,65 | 25.458,73 | 5.229,88 | 104.589,12 | 34,5222 |
| 33 | 5.690,18 | 68.282,16 | 5.690,18 | 25.483,47 | 5.234,97 | 104.690,77 | 34,5557 |
| 34 | 5.695,30 | 68.343,60 | 5.695,30 | 25.506,40 | 5.239,68 | 104.784,97 | 34,5868 |
| 35 | 5.700,04 | 68.400,44 | 5.700,04 | 25.527,61 | 5.244,03 | 104.872,12 | 34,6156 |

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tot overschrijding spilindex 133,28

| B1a bis Opvoeder-groepschef / eerste begeleider - verantwoordelijke / verantwoordelijke - coördinator meerdere teams | | | | | | | |
|---|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 3.665,26 | 43.983,10 | 3.665,26 | 16.414,86 | 3.372,04 | 67.435,25 | 22.2587 |
| 1 | 3.719,90 | 44.638,84 | 3.719,90 | 16.659,59 | 3.422,31 | 68.440,64 | 22.5905 |
| 2 | 3.790,30 | 45.483,63 | 3.790,30 | 16.974,87 | 3.487,08 | 69.735,88 | 23.0180 |
| 3 | 3.875,95 | 46.511,40 | 3.875,95 | 17.358,44 | 3.565,87 | 71.311,67 | 23.5382 |
| 4 | 3.932,00 | 47.184,01 | 3.932,00 | 17.609,46 | 3.617,44 | 72.342,91 | 23.8785 |
| 5 | 4.031,43 | 48.377,19 | 4.031,43 | 18.054,77 | 3.708,92 | 74.172,32 | 24.4824 |
| 6 | 4.082,10 | 48.985,15 | 4.082,10 | 18.281,67 | 3.755,53 | 75.104,45 | 24.7901 |
| 7 | 4.176,21 | 50.114,51 | 4.176,21 | 18.703,15 | 3.842,11 | 76.835,99 | 25.3616 |
| 8 | 4.263,76 | 51.165,06 | 4.263,76 | 19.095,23 | 3.922,65 | 78.446,70 | 25.8933 |
| 9 | 4.310,66 | 51.727,88 | 4.310,66 | 19.305,28 | 3.965,80 | 79.309,62 | 26.1781 |
| 10 | 4.436,22 | 53.234,61 | 4.436,22 | 19.867,60 | 4.081,32 | 81.619,74 | 26.9406 |
| 11 | 4.474,89 | 53.698,71 | 4.474,89 | 20.040,81 | 4.116,90 | 82.331,31 | 27.1755 |
| 12 | 4.599,25 | 55.191,02 | 4.599,25 | 20.597,75 | 4.231,31 | 84.619,33 | 27.9307 |
| 13 | 4.633,49 | 55.601,90 | 4.633,49 | 20.751,09 | 4.262,81 | 85.249,29 | 28.1386 |
| 14 | 4.753,60 | 57.043,15 | 4.753,60 | 21.288,98 | 4.373,31 | 87.459,03 | 28.8680 |
| 15 | 4.783,77 | 57.405,22 | 4.783,77 | 21.424,11 | 4.401,07 | 88.014,16 | 29.0512 |
| 16 | 4.903,44 | 58.841,29 | 4.903,44 | 21.960,06 | 4.511,17 | 90.215,95 | 29.7780 |
| 17 | 4.933,20 | 59.198,37 | 4.933,20 | 22.093,33 | 4.538,54 | 90.763,43 | 29.9587 |
| 18 | 5.049,84 | 60.598,02 | 5.049,84 | 22.615,69 | 4.645,85 | 92.909,39 | 30.6670 |
| 19 | 5.075,94 | 60.911,31 | 5.075,94 | 22.732,61 | 4.669,87 | 93.389,72 | 30.8256 |
| 20 | 5.189,44 | 62.273,30 | 5.189,44 | 23.240,92 | 4.774,29 | 95.477,95 | 31.5148 |
| 21 | 5.211,17 | 62.534,05 | 5.211,17 | 23.338,23 | 4.794,28 | 95.877,73 | 31.6468 |
| 22 | 5.370,41 | 64.444,87 | 5.370,41 | 24.051,36 | 4.940,77 | 98.807,41 | 32.6138 |
| 23 | 5.552,16 | 66.625,98 | 5.552,16 | 24.865,37 | 5.107,99 | 102.151,50 | 33.7176 |
| 24 | 5.731,99 | 68.783,85 | 5.731,99 | 25.670,71 | 5.273,43 | 105.459,97 | 34.8096 |
| 25 | 5.744,34 | 68.932,13 | 5.744,34 | 25.726,04 | 5.284,80 | 105.687,31 | 34.8847 |
| 26 | 5.753,98 | 69.047,80 | 5.753,98 | 25.769,21 | 5.293,66 | 105.864,66 | 34.9432 |
| 27 | 5.764,88 | 69.178,52 | 5.764,88 | 25.818,00 | 5.303,69 | 106.065,08 | 35.0094 |
| 28 | 5.773,15 | 69.277,84 | 5.773,15 | 25.855,07 | 5.311,30 | 106.217,37 | 35.0596 |
| 29 | 5.780,82 | 69.369,81 | 5.780,82 | 25.889,39 | 5.318,35 | 106.358,37 | 35.1062 |
| 30 | 5.787,92 | 69.455,07 | 5.787,92 | 25.921,21 | 5.324,89 | 106.489,08 | 35.1493 |
| 31 | 5.794,50 | 69.533,98 | 5.794,50 | 25.950,66 | 5.330,94 | 106.610,07 | 35.1893 |
| 32 | 5.800,59 | 69.607,07 | 5.800,59 | 25.977,94 | 5.336,54 | 106.722,14 | 35.2262 |
| 33 | 5.806,23 | 69.674,72 | 5.806,23 | 26.003,19 | 5.341,73 | 106.825,87 | 35.2605 |
| 34 | 5.811,45 | 69.737,41 | 5.811,45 | 26.026,58 | 5.346,53 | 106.921,97 | 35.2922 |
| 35 | 5.816,28 | 69.795,41 | 5.816,28 | 26.048,23 | 5.350,98 | 107.010,90 | 35.3216 |

Loonbarema's Paritair Subcomité 319.01 met correctiereserve

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| MV2 Verzorgend personeel / gebrevetteerde verpleegster (brevet van verpleegkundige) | | | | | | | |
|--|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 2.790,30 | 33.483,63 | 2.790,30 | 12.496,37 | 2.567,08 | 51.337,38 | 16,9452 |
| 1 | 2.878,17 | 34.538,01 | 2.878,17 | 12.889,87 | 2.647,91 | 52.953,96 | 17,4787 |
| 2 | 2.961,47 | 35.537,64 | 2.961,47 | 13.262,94 | 2.724,55 | 54.486,60 | 17,9846 |
| 3 | 3.028,60 | 36.343,21 | 3.028,60 | 13.563,59 | 2.786,31 | 55.721,71 | 18,3923 |
| 4 | 3.135,62 | 37.627,39 | 3.135,62 | 14.042,86 | 2.884,77 | 57.690,63 | 19,0422 |
| 5 | 3.136,94 | 37.643,24 | 3.136,94 | 14.048,77 | 2.885,98 | 57.714,92 | 19,0502 |
| 6 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 7 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 8 | 3.378,90 | 40.546,80 | 3.378,90 | 15.132,40 | 3.108,59 | 62.166,70 | 20,5196 |
| 9 | 3.382,19 | 40.586,24 | 3.382,19 | 15.147,12 | 3.111,61 | 62.227,16 | 20,5396 |
| 10 | 3.534,72 | 42.416,58 | 3.534,72 | 15.830,22 | 3.251,94 | 65.033,46 | 21,4659 |
| 11 | 3.535,86 | 42.430,34 | 3.535,86 | 15.835,36 | 3.252,99 | 65.054,55 | 21,4728 |
| 12 | 3.688,39 | 44.260,65 | 3.688,39 | 16.518,44 | 3.393,32 | 67.860,79 | 22,3991 |
| 13 | 3.689,53 | 44.274,39 | 3.689,53 | 16.523,57 | 3.394,37 | 67.881,87 | 22,4061 |
| 14 | 3.842,06 | 46.104,75 | 3.842,06 | 17.206,68 | 3.534,70 | 70.688,18 | 23,3324 |
| 15 | 3.843,20 | 46.118,44 | 3.843,20 | 17.211,79 | 3.535,75 | 70.709,18 | 23,3393 |
| 16 | 3.995,73 | 47.948,80 | 3.995,73 | 17.894,89 | 3.676,07 | 73.515,50 | 24,2656 |
| 17 | 3.997,30 | 47.967,57 | 3.997,30 | 17.901,90 | 3.677,51 | 73.544,28 | 24,2751 |
| 18 | 4.149,83 | 49.797,93 | 4.149,83 | 18.585,00 | 3.817,84 | 76.350,60 | 25,2014 |
| 19 | 4.151,49 | 49.817,84 | 4.151,49 | 18.592,43 | 3.819,37 | 76.381,13 | 25,2115 |
| 20 | 4.304,01 | 51.648,15 | 4.304,01 | 19.275,52 | 3.959,69 | 79.187,37 | 26,1377 |
| 21 | 4.305,67 | 51.668,03 | 4.305,67 | 19.282,94 | 3.961,22 | 79.217,86 | 26,1478 |
| 22 | 4.458,20 | 53.498,39 | 4.458,20 | 19.966,04 | 4.101,54 | 82.024,18 | 27,0741 |
| 23 | 4.612,38 | 55.348,61 | 4.612,38 | 20.656,56 | 4.243,39 | 84.860,94 | 28,0104 |
| 24 | 4.764,91 | 57.178,96 | 4.764,91 | 21.339,67 | 4.383,72 | 87.667,26 | 28,9367 |
| 25 | 4.775,22 | 57.302,58 | 4.775,22 | 21.385,80 | 4.393,20 | 87.856,80 | 28,9993 |
| 26 | 4.783,23 | 57.398,74 | 4.783,23 | 21.421,69 | 4.400,57 | 88.004,23 | 29,0479 |
| 27 | 4.792,32 | 57.507,83 | 4.792,32 | 21.462,40 | 4.408,93 | 88.171,48 | 29,1032 |
| 28 | 4.799,20 | 57.590,40 | 4.799,20 | 21.493,22 | 4.415,26 | 88.298,08 | 29,1449 |
| 29 | 4.805,57 | 57.666,85 | 4.805,57 | 21.521,75 | 4.421,13 | 88.415,29 | 29,1836 |
| 30 | 4.811,48 | 57.737,73 | 4.811,48 | 21.548,20 | 4.426,56 | 88.523,97 | 29,2195 |
| 31 | 4.816,94 | 57.803,33 | 4.816,94 | 21.572,68 | 4.431,59 | 88.624,55 | 29,2527 |
| 32 | 4.822,01 | 57.864,09 | 4.822,01 | 21.595,36 | 4.436,25 | 88.717,70 | 29,2834 |
| 33 | 4.826,69 | 57.920,33 | 4.826,69 | 21.616,35 | 4.440,56 | 88.803,93 | 29,3119 |
| 34 | 4.831,04 | 57.972,44 | 4.831,04 | 21.635,80 | 4.444,55 | 88.883,82 | 29,3383 |
| 35 | 4.835,05 | 58.020,66 | 4.835,05 | 21.653,79 | 4.448,25 | 88.957,76 | 29,3627 |

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| Sociaal, paramedisch en therapeutisch personeel (hoger onderwijs met wettelijk vereiste opleiding professioneel gerichte bachelor of hoger onderwijs met ped. of orthoped. oriëntatie) | | | | | | | |
|---|-----------------|-----------|----------|-----------|----------|-----------|---------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 3.077,16 | 36.925,91 | 3.077,16 | 13.781,06 | 2.830,99 | 56.615,12 | 18,6872 |
| 1 | 3.146,81 | 37.761,67 | 3.146,81 | 14.092,97 | 2.895,06 | 57.896,51 | 19,1102 |
| 2 | 3.242,20 | 38.906,36 | 3.242,20 | 14.520,18 | 2.982,82 | 59.651,56 | 19,6895 |
| 3 | 3.349,65 | 40.195,74 | 3.349,65 | 15.001,39 | 3.081,67 | 61.628,45 | 20,3420 |
| 4 | 3.444,60 | 41.335,25 | 3.444,60 | 15.426,66 | 3.169,04 | 63.375,54 | 20,9186 |
| 5 | 3.491,48 | 41.897,71 | 3.491,48 | 15.636,57 | 3.212,16 | 64.237,92 | 21,2033 |
| 6 | 3.593,46 | 43.121,50 | 3.593,46 | 16.093,30 | 3.305,98 | 66.114,25 | 21,8226 |
| 7 | 3.726,17 | 44.714,06 | 3.726,17 | 16.687,66 | 3.428,08 | 68.555,96 | 22,6286 |
| 8 | 3.766,06 | 45.192,73 | 3.766,06 | 16.866,30 | 3.464,78 | 69.289,87 | 22,8708 |
| 9 | 3.849,84 | 46.198,12 | 3.849,84 | 17.241,52 | 3.541,86 | 70.831,34 | 23,3796 |
| 10 | 3.910,03 | 46.920,39 | 3.910,03 | 17.511,08 | 3.597,23 | 71.938,73 | 23,7451 |
| 11 | 3.964,89 | 47.578,70 | 3.964,89 | 17.756,77 | 3.647,70 | 72.948,06 | 24,0783 |
| 12 | 4.054,49 | 48.653,87 | 4.054,49 | 18.158,03 | 3.730,13 | 74.596,52 | 24,6224 |
| 13 | 4.084,57 | 49.014,86 | 4.084,57 | 18.292,76 | 3.757,81 | 75.150,00 | 24,8051 |
| 14 | 4.191,29 | 50.295,51 | 4.191,29 | 18.770,70 | 3.855,99 | 77.113,49 | 25,4532 |
| 15 | 4.217,81 | 50.613,74 | 4.217,81 | 18.889,47 | 3.880,39 | 77.601,41 | 25,6142 |
| 16 | 4.357,49 | 52.289,84 | 4.357,49 | 19.515,01 | 4.008,89 | 80.171,22 | 26,4625 |
| 17 | 4.428,86 | 53.146,29 | 4.428,86 | 19.834,64 | 4.074,55 | 81.484,33 | 26,8959 |
| 18 | 4.518,52 | 54.222,19 | 4.518,52 | 20.236,17 | 4.157,03 | 83.133,91 | 27,4404 |
| 19 | 4.597,89 | 55.174,71 | 4.597,89 | 20.591,66 | 4.230,06 | 84.594,32 | 27,9224 |
| 20 | 4.607,38 | 55.288,56 | 4.607,38 | 20.634,15 | 4.238,79 | 84.768,89 | 27,9800 |
| 21 | 4.691,54 | 56.298,53 | 4.691,54 | 21.011,08 | 4.316,22 | 86.317,38 | 28,4912 |
| 22 | 4.698,79 | 56.385,49 | 4.698,79 | 21.043,53 | 4.322,89 | 86.450,70 | 28,5352 |
| 23 | 4.860,49 | 58.325,90 | 4.860,49 | 21.767,71 | 4.471,65 | 89.425,76 | 29,5172 |
| 24 | 5.021,05 | 60.252,57 | 5.021,05 | 22.486,76 | 4.619,36 | 92.379,74 | 30,4922 |
| 25 | 5.031,30 | 60.375,60 | 5.031,30 | 22.532,68 | 4.628,80 | 92.568,38 | 30,5545 |
| 26 | 5.039,74 | 60.476,92 | 5.039,74 | 22.570,49 | 4.636,56 | 92.723,72 | 30,6057 |
| 27 | 5.048,72 | 60.584,60 | 5.048,72 | 22.610,68 | 4.644,82 | 92.888,82 | 30,6602 |
| 28 | 5.055,97 | 60.671,58 | 5.055,97 | 22.643,14 | 4.651,49 | 93.022,18 | 30,7042 |
| 29 | 5.062,68 | 60.752,13 | 5.062,68 | 22.673,20 | 4.657,66 | 93.145,67 | 30,7450 |
| 30 | 5.068,90 | 60.826,80 | 5.068,90 | 22.701,07 | 4.663,39 | 93.260,16 | 30,7828 |
| 31 | 5.074,66 | 60.895,90 | 5.074,66 | 22.726,86 | 4.668,69 | 93.366,10 | 30,8178 |
| 32 | 5.079,99 | 60.959,91 | 5.079,99 | 22.750,75 | 4.673,59 | 93.464,24 | 30,8502 |
| 33 | 5.084,93 | 61.019,16 | 5.084,93 | 22.772,86 | 4.678,14 | 93.555,09 | 30,8801 |
| 34 | 5.089,51 | 61.074,07 | 5.089,51 | 22.793,35 | 4.682,35 | 93.639,27 | 30,9079 |
| 35 | 5.093,74 | 61.124,86 | 5.093,74 | 22.812,31 | 4.686,24 | 93.717,14 | 30,9336 |

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| A1 Administratief personeel klasse 1 (minimaal eindgetuigschrift hoger technisch onderwijs econ.of pers.beleid, hoger beroepsonderwijs HBO5) | | | | | | | |
|---|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 2.961,47 | 35.537,64 | 2.961,47 | 13.262,94 | 2.724,55 | 54.486,60 | 17,9846 |
| 1 | 2.961,47 | 35.537,64 | 2.961,47 | 13.262,94 | 2.724,55 | 54.486,60 | 17,9846 |
| 2 | 3.035,91 | 36.430,96 | 3.035,91 | 13.596,34 | 2.793,04 | 55.856,26 | 18,4367 |
| 3 | 3.148,56 | 37.782,73 | 3.148,56 | 14.100,83 | 2.896,68 | 57.928,79 | 19,1208 |
| 4 | 3.261,21 | 39.134,51 | 3.261,21 | 14.605,32 | 3.000,31 | 60.001,35 | 19,8049 |
| 5 | 3.261,21 | 39.134,51 | 3.261,21 | 14.605,32 | 3.000,31 | 60.001,35 | 19,8049 |
| 6 | 3.357,02 | 40.284,24 | 3.357,02 | 15.034,41 | 3.088,46 | 61.764,13 | 20,3868 |
| 7 | 3.535,45 | 42.425,37 | 3.535,45 | 15.833,50 | 3.252,61 | 65.046,93 | 21,4703 |
| 8 | 3.535,45 | 42.425,37 | 3.535,45 | 15.833,50 | 3.252,61 | 65.046,93 | 21,4703 |
| 9 | 3.628,01 | 43.536,14 | 3.628,01 | 16.248,05 | 3.337,77 | 66.749,98 | 22,0325 |
| 10 | 3.678,13 | 44.137,58 | 3.678,13 | 16.472,51 | 3.383,88 | 67.672,10 | 22,3368 |
| 11 | 3.720,52 | 44.646,27 | 3.720,52 | 16.662,36 | 3.422,88 | 68.452,03 | 22,5943 |
| 12 | 3.838,69 | 46.064,25 | 3.838,69 | 17.191,56 | 3.531,59 | 70.626,08 | 23,3119 |
| 13 | 3.838,69 | 46.064,25 | 3.838,69 | 17.191,56 | 3.531,59 | 70.626,08 | 23,3119 |
| 14 | 3.999,24 | 47.990,90 | 3.999,24 | 17.910,60 | 3.679,30 | 73.580,05 | 24,2869 |
| 15 | 3.999,24 | 47.990,90 | 3.999,24 | 17.910,60 | 3.679,30 | 73.580,05 | 24,2869 |
| 16 | 4.224,23 | 50.690,73 | 4.224,23 | 18.918,20 | 3.886,29 | 77.719,45 | 25,6532 |
| 17 | 4.316,74 | 51.800,86 | 4.316,74 | 19.332,51 | 3.971,40 | 79.421,50 | 26,2150 |
| 18 | 4.449,20 | 53.390,38 | 4.449,20 | 19.925,73 | 4.093,26 | 81.858,57 | 27,0194 |
| 19 | 4.541,71 | 54.500,50 | 4.541,71 | 20.340,04 | 4.178,37 | 83.560,63 | 27,5812 |
| 20 | 4.541,71 | 54.500,50 | 4.541,71 | 20.340,04 | 4.178,37 | 83.560,63 | 27,5812 |
| 21 | 4.634,22 | 55.610,63 | 4.634,22 | 20.754,35 | 4.263,48 | 85.262,68 | 28,1430 |
| 22 | 4.641,46 | 55.697,58 | 4.641,46 | 20.786,80 | 4.270,15 | 85.395,99 | 28,1870 |
| 23 | 4.802,02 | 57.624,24 | 4.802,02 | 21.505,85 | 4.417,86 | 88.349,97 | 29,1621 |
| 24 | 4.962,58 | 59.550,92 | 4.962,58 | 22.224,90 | 4.565,57 | 91.303,97 | 30,1371 |
| 25 | 4.971,58 | 59.658,96 | 4.971,58 | 22.265,22 | 4.573,85 | 91.469,62 | 30,1918 |
| 26 | 4.979,92 | 59.759,08 | 4.979,92 | 22.302,58 | 4.581,53 | 91.623,11 | 30,2424 |
| 27 | 4.987,65 | 59.851,83 | 4.987,65 | 22.337,20 | 4.588,64 | 91.765,32 | 30,2894 |
| 28 | 4.994,81 | 59.937,75 | 4.994,81 | 22.369,27 | 4.595,23 | 91.897,06 | 30,3329 |
| 29 | 5.001,44 | 60.017,32 | 5.001,44 | 22.398,97 | 4.601,33 | 92.019,06 | 30,3731 |
| 30 | 5.007,59 | 60.091,10 | 5.007,59 | 22.426,50 | 4.606,98 | 92.132,17 | 30,4105 |
| 31 | 5.013,28 | 60.159,36 | 5.013,28 | 22.451,98 | 4.612,22 | 92.236,84 | 30,4450 |
| 32 | 5.018,55 | 60.222,59 | 5.018,55 | 22.475,57 | 4.617,07 | 92.333,78 | 30,4770 |
| 33 | 5.023,43 | 60.281,13 | 5.023,43 | 22.497,42 | 4.621,55 | 92.423,53 | 30,5066 |
| 34 | 5.027,95 | 60.335,36 | 5.027,95 | 22.517,66 | 4.625,71 | 92.506,68 | 30,5341 |
| 35 | 5.032,13 | 60.385,55 | 5.032,13 | 22.536,39 | 4.629,56 | 92.583,62 | 30,5595 |

van toepassing vanaf 01/maart/2025
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| A2 Administratief personeel klasse 2 (minimaal diploma lager secundair onderwijs, hoger secundair beroepsonderwijs administratie, hoger secundair onderwijs) | | | | | | | |
|--|-----------------|-----------|----------|-----------|----------|-----------|---------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 2.545,86 | 30.550,31 | 2.545,86 | 11.401,63 | 2.342,19 | 46.839,98 | 15,4607 |
| 1 | 2.644,99 | 31.739,86 | 2.644,99 | 11.845,58 | 2.433,39 | 48.663,82 | 16,0627 |
| 2 | 2.744,12 | 32.929,41 | 2.744,12 | 12.289,53 | 2.524,59 | 50.487,65 | 16,6647 |
| 3 | 2.843,25 | 34.118,98 | 2.843,25 | 12.733,49 | 2.615,79 | 52.311,51 | 17,2667 |
| 4 | 2.942,38 | 35.308,54 | 2.942,38 | 13.177,44 | 2.706,99 | 54.135,34 | 17,8687 |
| 5 | 2.942,38 | 35.308,54 | 2.942,38 | 13.177,44 | 2.706,99 | 54.135,34 | 17,8687 |
| 6 | 3.018,92 | 36.227,07 | 3.018,92 | 13.520,24 | 2.777,41 | 55.543,64 | 18,3335 |
| 7 | 3.018,92 | 36.227,07 | 3.018,92 | 13.520,24 | 2.777,41 | 55.543,64 | 18,3335 |
| 8 | 3.160,21 | 37.922,53 | 3.160,21 | 14.153,00 | 2.907,39 | 58.143,14 | 19,1916 |
| 9 | 3.160,21 | 37.922,53 | 3.160,21 | 14.153,00 | 2.907,39 | 58.143,14 | 19,1916 |
| 10 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 11 | 3.278,43 | 39.341,21 | 3.278,43 | 14.682,47 | 3.016,16 | 60.318,27 | 19,9095 |
| 12 | 3.378,04 | 40.536,54 | 3.378,04 | 15.128,57 | 3.107,80 | 62.150,96 | 20,5144 |
| 13 | 3.378,04 | 40.536,54 | 3.378,04 | 15.128,57 | 3.107,80 | 62.150,96 | 20,5144 |
| 14 | 3.519,33 | 42.232,00 | 3.519,33 | 15.761,33 | 3.237,79 | 64.750,46 | 21,3725 |
| 15 | 3.519,33 | 42.232,00 | 3.519,33 | 15.761,33 | 3.237,79 | 64.750,46 | 21,3725 |
| 16 | 3.660,62 | 43.927,47 | 3.660,62 | 16.394,10 | 3.367,77 | 67.349,96 | 22,2305 |
| 17 | 3.660,62 | 43.927,47 | 3.660,62 | 16.394,10 | 3.367,77 | 67.349,96 | 22,2305 |
| 18 | 3.801,91 | 45.622,94 | 3.801,91 | 17.026,86 | 3.497,76 | 69.949,48 | 23,0885 |
| 19 | 3.801,91 | 45.622,94 | 3.801,91 | 17.026,86 | 3.497,76 | 69.949,48 | 23,0885 |
| 20 | 3.943,20 | 47.318,41 | 3.943,20 | 17.659,62 | 3.627,74 | 72.548,98 | 23,9466 |
| 21 | 3.943,20 | 47.318,41 | 3.943,20 | 17.659,62 | 3.627,74 | 72.548,98 | 23,9466 |
| 22 | 4.084,49 | 49.013,86 | 4.084,49 | 18.292,38 | 3.757,73 | 75.148,46 | 24,8046 |
| 23 | 4.225,78 | 50.709,35 | 4.225,78 | 18.925,15 | 3.887,72 | 77.747,99 | 25,6626 |
| 24 | 4.367,07 | 52.404,80 | 4.367,07 | 19.557,91 | 4.017,70 | 80.347,48 | 26,5206 |
| 25 | 4.374,99 | 52.499,88 | 4.374,99 | 19.593,39 | 4.024,99 | 80.493,26 | 26,5688 |
| 26 | 4.382,33 | 52.587,99 | 4.382,33 | 19.626,27 | 4.031,75 | 80.628,34 | 26,6134 |
| 27 | 4.389,13 | 52.669,60 | 4.389,13 | 19.656,73 | 4.038,00 | 80.753,47 | 26,6547 |
| 28 | 4.395,44 | 52.745,22 | 4.395,44 | 19.684,96 | 4.043,80 | 80.869,42 | 26,6929 |
| 29 | 4.401,27 | 52.815,23 | 4.401,27 | 19.711,09 | 4.049,17 | 80.976,76 | 26,7284 |
| 30 | 4.406,68 | 52.880,15 | 4.406,68 | 19.735,31 | 4.054,14 | 81.076,29 | 26,7612 |
| 31 | 4.411,69 | 52.940,23 | 4.411,69 | 19.757,73 | 4.058,75 | 81.168,40 | 26,7916 |
| 32 | 4.416,32 | 52.995,87 | 4.416,32 | 19.778,50 | 4.063,02 | 81.253,71 | 26,8198 |
| 33 | 4.420,62 | 53.047,39 | 4.420,62 | 19.797,73 | 4.066,97 | 81.332,71 | 26,8458 |
| 34 | 4.424,59 | 53.095,11 | 4.424,59 | 19.815,54 | 4.070,63 | 81.405,87 | 26,8700 |
| 35 | 4.428,27 | 53.139,27 | 4.428,27 | 19.832,02 | 4.074,01 | 81.473,58 | 26,8923 |

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| L1 Masters / bijzondere functie met universitair diploma / hulpverlener waarvoor een universitair diploma gevraagd werd bij sollicitatie | | | | | | | |
|---|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 3.706,93 | 44.483,19 | 3.706,93 | 16.601,50 | 3.410,38 | 68.201,99 | 22,5117 |
| 1 | 3.829,31 | 45.951,68 | 3.829,31 | 17.149,55 | 3.522,96 | 70.453,50 | 23,2549 |
| 2 | 3.948,94 | 47.387,33 | 3.948,94 | 17.685,35 | 3.633,03 | 72.654,65 | 23,9814 |
| 3 | 4.065,76 | 48.789,09 | 4.065,76 | 18.208,49 | 3.740,50 | 74.803,83 | 24,6908 |
| 4 | 4.191,35 | 50.296,18 | 4.191,35 | 18.770,95 | 3.856,04 | 77.114,52 | 25,4535 |
| 5 | 4.344,10 | 52.129,19 | 4.344,10 | 19.455,05 | 3.996,57 | 79.924,90 | 26,3812 |
| 6 | 4.385,43 | 52.625,14 | 4.385,43 | 19.640,14 | 4.034,59 | 80.685,30 | 26,6322 |
| 7 | 4.520,23 | 54.242,71 | 4.520,23 | 20.243,83 | 4.158,61 | 83.165,37 | 27,4508 |
| 8 | 4.568,38 | 54.820,53 | 4.568,38 | 20.459,48 | 4.202,91 | 84.051,29 | 27,7432 |
| 9 | 4.697,80 | 56.373,57 | 4.697,80 | 21.039,09 | 4.321,97 | 86.432,43 | 28,5291 |
| 10 | 4.746,38 | 56.956,53 | 4.746,38 | 21.256,65 | 4.366,67 | 87.326,23 | 28,8242 |
| 11 | 4.865,06 | 58.380,69 | 4.865,06 | 21.788,16 | 4.475,85 | 89.509,77 | 29,5449 |
| 12 | 4.927,54 | 59.130,43 | 4.927,54 | 22.067,97 | 4.533,33 | 90.659,27 | 29,9243 |
| 13 | 5.026,19 | 60.314,26 | 5.026,19 | 22.509,78 | 4.624,09 | 92.474,32 | 30,5234 |
| 14 | 5.114,01 | 61.368,16 | 5.114,01 | 22.903,11 | 4.704,89 | 94.090,17 | 31,0568 |
| 15 | 5.196,72 | 62.360,58 | 5.196,72 | 23.273,49 | 4.780,98 | 95.611,76 | 31,5590 |
| 16 | 5.322,69 | 63.872,24 | 5.322,69 | 23.837,65 | 4.896,87 | 97.929,45 | 32,3240 |
| 17 | 5.367,29 | 64.407,54 | 5.367,29 | 24.037,43 | 4.937,91 | 98.750,17 | 32,5949 |
| 18 | 5.531,36 | 66.376,36 | 5.531,36 | 24.772,21 | 5.088,85 | 101.768,78 | 33,5913 |
| 19 | 5.537,82 | 66.453,79 | 5.537,82 | 24.801,11 | 5.094,79 | 101.887,50 | 33,6305 |
| 20 | 5.740,04 | 68.880,44 | 5.740,04 | 25.706,75 | 5.280,83 | 105.608,06 | 34,8585 |
| 21 | 5.744,81 | 68.937,69 | 5.744,81 | 25.728,12 | 5.285,22 | 105.695,85 | 34,8875 |
| 22 | 5.948,71 | 71.384,55 | 5.948,71 | 26.641,31 | 5.472,82 | 109.447,39 | 36,1258 |
| 23 | 6.157,39 | 73.888,64 | 6.157,39 | 27.575,85 | 5.664,80 | 113.286,67 | 37,3930 |
| 24 | 6.361,29 | 76.335,49 | 6.361,29 | 28.489,04 | 5.852,39 | 117.038,22 | 38,6313 |
| 25 | 6.372,83 | 76.473,99 | 6.372,83 | 28.540,73 | 5.863,01 | 117.250,57 | 38,7014 |
| 26 | 6.383,53 | 76.602,32 | 6.383,53 | 28.588,63 | 5.872,84 | 117.447,32 | 38,7664 |
| 27 | 6.393,43 | 76.721,21 | 6.393,43 | 28.633,00 | 5.881,96 | 117.629,60 | 38,8265 |
| 28 | 6.402,61 | 76.831,37 | 6.402,61 | 28.674,11 | 5.890,40 | 117.798,49 | 38,8823 |
| 29 | 6.411,11 | 76.933,36 | 6.411,11 | 28.712,17 | 5.898,22 | 117.954,86 | 38,9339 |
| 30 | 6.418,99 | 77.027,92 | 6.418,99 | 28.747,46 | 5.905,47 | 118.099,85 | 38,9817 |
| 31 | 6.426,29 | 77.115,43 | 6.426,29 | 28.780,12 | 5.912,18 | 118.234,02 | 39,0260 |
| 32 | 6.433,04 | 77.196,49 | 6.433,04 | 28.810,37 | 5.918,40 | 118.358,31 | 39,0671 |
| 33 | 6.439,29 | 77.271,52 | 6.439,29 | 28.838,38 | 5.924,15 | 118.473,34 | 39,1050 |
| 34 | 6.445,09 | 77.341,05 | 6.445,09 | 28.864,33 | 5.929,48 | 118.579,95 | 39,1402 |
| 35 | 6.450,45 | 77.405,37 | 6.450,45 | 28.888,33 | 5.934,41 | 118.678,56 | 39,1728 |

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| K5 Leidinggevende functie in een kleine instelling (max. 29 plaatsen) / onderdirecteur / directiemedewerker | | | | | | | |
|--|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 3.709,90 | 44.518,77 | 3.709,90 | 16.614,77 | 3.413,11 | 68.256,54 | 22,5297 |
| 1 | 3.816,91 | 45.802,97 | 3.816,91 | 17.094,05 | 3.511,56 | 70.225,50 | 23,1796 |
| 2 | 3.928,39 | 47.140,67 | 3.928,39 | 17.593,29 | 3.614,12 | 72.276,47 | 23,8566 |
| 3 | 4.039,86 | 48.478,36 | 4.039,86 | 18.092,53 | 3.716,67 | 74.327,42 | 24,5336 |
| 4 | 4.173,63 | 50.083,61 | 4.173,63 | 18.691,62 | 3.839,74 | 76.788,60 | 25,3460 |
| 5 | 4.347,54 | 52.170,44 | 4.347,54 | 19.470,44 | 3.999,73 | 79.988,16 | 26,4020 |
| 6 | 4.347,54 | 52.170,44 | 4.347,54 | 19.470,44 | 3.999,73 | 79.988,16 | 26,4020 |
| 7 | 4.525,90 | 54.310,76 | 4.525,90 | 20.269,23 | 4.163,82 | 83.269,71 | 27,4852 |
| 8 | 4.525,90 | 54.310,76 | 4.525,90 | 20.269,23 | 4.163,82 | 83.269,71 | 27,4852 |
| 9 | 4.704,26 | 56.451,07 | 4.704,26 | 21.068,01 | 4.327,92 | 86.551,26 | 28,5684 |
| 10 | 4.704,26 | 56.451,07 | 4.704,26 | 21.068,01 | 4.327,92 | 86.551,26 | 28,5684 |
| 11 | 4.927,21 | 59.126,48 | 4.927,21 | 22.066,50 | 4.533,03 | 90.653,22 | 29,9223 |
| 12 | 4.927,21 | 59.126,48 | 4.927,21 | 22.066,50 | 4.533,03 | 90.653,22 | 29,9223 |
| 13 | 5.127,86 | 61.534,36 | 5.127,86 | 22.965,14 | 4.717,63 | 94.344,99 | 31,1409 |
| 14 | 5.127,86 | 61.534,36 | 5.127,86 | 22.965,14 | 4.717,63 | 94.344,99 | 31,1409 |
| 15 | 5.328,52 | 63.942,22 | 5.328,52 | 23.863,77 | 4.902,24 | 98.036,75 | 32,3594 |
| 16 | 5.328,52 | 63.942,22 | 5.328,52 | 23.863,77 | 4.902,24 | 98.036,75 | 32,3594 |
| 17 | 5.551,47 | 66.617,63 | 5.551,47 | 24.862,26 | 5.107,35 | 102.138,71 | 33,7134 |
| 18 | 5.551,47 | 66.617,63 | 5.551,47 | 24.862,26 | 5.107,35 | 102.138,71 | 33,7134 |
| 19 | 5.551,47 | 66.617,63 | 5.551,47 | 24.862,26 | 5.107,35 | 102.138,71 | 33,7134 |
| 20 | 5.752,12 | 69.025,49 | 5.752,12 | 25.760,89 | 5.291,95 | 105.830,45 | 34,9319 |
| 21 | 5.752,12 | 69.025,49 | 5.752,12 | 25.760,89 | 5.291,95 | 105.830,45 | 34,9319 |
| 22 | 5.975,07 | 71.700,90 | 5.975,07 | 26.759,37 | 5.497,07 | 109.932,41 | 36,2859 |
| 23 | 6.198,03 | 74.376,32 | 6.198,03 | 27.757,86 | 5.702,18 | 114.034,39 | 37,6398 |
| 24 | 6.376,39 | 76.516,64 | 6.376,39 | 28.556,65 | 5.866,28 | 117.315,94 | 38,7230 |
| 25 | 6.387,95 | 76.655,46 | 6.387,95 | 28.608,46 | 5.876,92 | 117.528,79 | 38,7932 |
| 26 | 6.398,67 | 76.784,09 | 6.398,67 | 28.656,46 | 5.886,78 | 117.726,00 | 38,8583 |
| 27 | 6.408,61 | 76.903,26 | 6.408,61 | 28.700,94 | 5.895,92 | 117.908,72 | 38,9187 |
| 28 | 6.417,81 | 77.013,68 | 6.417,81 | 28.742,15 | 5.904,38 | 118.078,01 | 38,9745 |
| 29 | 6.426,33 | 77.115,91 | 6.426,33 | 28.780,30 | 5.912,22 | 118.234,75 | 39,0263 |
| 30 | 6.434,22 | 77.210,69 | 6.434,22 | 28.815,67 | 5.919,49 | 118.380,07 | 39,0742 |
| 31 | 6.441,53 | 77.298,41 | 6.441,53 | 28.848,41 | 5.926,21 | 118.514,57 | 39,1186 |
| 32 | 6.448,31 | 77.379,67 | 6.448,31 | 28.878,74 | 5.932,44 | 118.639,15 | 39,1597 |
| 33 | 6.454,57 | 77.454,87 | 6.454,57 | 28.906,80 | 5.938,21 | 118.754,46 | 39,1978 |
| 34 | 6.460,38 | 77.524,56 | 6.460,38 | 28.932,81 | 5.943,55 | 118.861,30 | 39,2331 |
| 35 | 6.465,75 | 77.589,04 | 6.465,75 | 28.956,87 | 5.948,49 | 118.960,16 | 39,2657 |

| K3 Directeur in een instelling met 30-59 plaatsen | | | | | | | |
|--|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 3.852,59 | 46.231,03 | 3.852,59 | 17.253,81 | 3.544,38 | 70.881,81 | 23,3963 |
| 1 | 3.963,72 | 47.564,62 | 3.963,72 | 17.751,51 | 3.646,62 | 72.926,47 | 24,0712 |
| 2 | 4.079,48 | 48.953,78 | 4.079,48 | 18.269,96 | 3.753,12 | 75.056,35 | 24,7742 |
| 3 | 4.195,24 | 50.342,91 | 4.195,24 | 18.788,39 | 3.859,62 | 77.186,16 | 25,4772 |
| 4 | 4.334,16 | 52.009,92 | 4.334,16 | 19.410,53 | 3.987,43 | 79.742,04 | 26,3208 |
| 5 | 4.514,75 | 54.176,99 | 4.514,75 | 20.219,30 | 4.153,57 | 83.064,61 | 27,4175 |
| 6 | 4.514,75 | 54.176,99 | 4.514,75 | 20.219,30 | 4.153,57 | 83.064,61 | 27,4175 |
| 7 | 4.699,97 | 56.399,61 | 4.699,97 | 21.048,81 | 4.323,97 | 86.472,36 | 28,5423 |
| 8 | 4.699,97 | 56.399,61 | 4.699,97 | 21.048,81 | 4.323,97 | 86.472,36 | 28,5423 |
| 9 | 4.885,19 | 58.622,28 | 4.885,19 | 21.878,32 | 4.494,38 | 89.880,17 | 29,6671 |
| 10 | 4.885,19 | 58.622,28 | 4.885,19 | 21.878,32 | 4.494,38 | 89.880,17 | 29,6671 |
| 11 | 5.116,72 | 61.400,59 | 5.116,72 | 22.915,21 | 4.707,38 | 94.139,90 | 31,0732 |
| 12 | 5.116,72 | 61.400,59 | 5.116,72 | 22.915,21 | 4.707,38 | 94.139,90 | 31,0732 |
| 13 | 5.325,09 | 63.901,06 | 5.325,09 | 23.848,41 | 4.899,08 | 97.973,65 | 32,3386 |
| 14 | 5.325,09 | 63.901,06 | 5.325,09 | 23.848,41 | 4.899,08 | 97.973,65 | 32,3386 |
| 15 | 5.533,46 | 66.401,56 | 5.533,46 | 24.781,62 | 5.090,79 | 101.807,43 | 33,6040 |
| 16 | 5.533,46 | 66.401,56 | 5.533,46 | 24.781,62 | 5.090,79 | 101.807,43 | 33,6040 |
| 17 | 5.764,99 | 69.179,87 | 5.764,99 | 25.818,50 | 5.303,79 | 106.067,15 | 35,0101 |
| 18 | 5.764,99 | 69.179,87 | 5.764,99 | 25.818,50 | 5.303,79 | 106.067,15 | 35,0101 |
| 19 | 5.764,99 | 69.179,87 | 5.764,99 | 25.818,50 | 5.303,79 | 106.067,15 | 35,0101 |
| 20 | 5.973,36 | 71.680,31 | 5.973,36 | 26.751,69 | 5.495,49 | 109.900,84 | 36,2755 |
| 21 | 5.973,36 | 71.680,31 | 5.973,36 | 26.751,69 | 5.495,49 | 109.900,84 | 36,2755 |
| 22 | 6.204,88 | 74.458,60 | 6.204,88 | 27.788,57 | 5.708,49 | 114.160,55 | 37,6815 |
| 23 | 6.436,41 | 77.236,96 | 6.436,41 | 28.825,48 | 5.921,50 | 118.420,35 | 39,0875 |
| 24 | 6.621,63 | 79.459,58 | 6.621,63 | 29.654,98 | 6.091,90 | 121.828,09 | 40,2123 |
| 25 | 6.633,65 | 79.603,75 | 6.633,65 | 29.708,78 | 6.102,95 | 122.049,13 | 40,2853 |
| 26 | 6.644,78 | 79.737,32 | 6.644,78 | 29.758,63 | 6.113,19 | 122.253,93 | 40,3529 |
| 27 | 6.655,09 | 79.861,09 | 6.655,09 | 29.804,82 | 6.122,68 | 122.443,68 | 40,4155 |
| 28 | 6.664,65 | 79.975,75 | 6.664,65 | 29.847,61 | 6.131,47 | 122.619,48 | 40,4736 |
| 29 | 6.673,49 | 80.081,91 | 6.673,49 | 29.887,23 | 6.139,61 | 122.782,25 | 40,5273 |
| 30 | 6.681,69 | 80.180,33 | 6.681,69 | 29.923,97 | 6.147,16 | 122.933,16 | 40,5771 |
| 31 | 6.689,29 | 80.271,44 | 6.689,29 | 29.957,97 | 6.154,14 | 123.072,84 | 40,6232 |
| 32 | 6.696,32 | 80.355,81 | 6.696,32 | 29.989,46 | 6.160,61 | 123.202,20 | 40,6659 |
| 33 | 6.702,83 | 80.433,91 | 6.702,83 | 30.018,61 | 6.166,60 | 123.321,94 | 40,7054 |
| 34 | 6.708,86 | 80.506,29 | 6.708,86 | 30.045,62 | 6.172,15 | 123.432,91 | 40,7420 |
| 35 | 6.714,44 | 80.573,24 | 6.714,44 | 30.070,60 | 6.177,28 | 123.535,56 | 40,7759 |

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| K2 Directeur in een instelling met 60-89 plaatsen | | | | | | | |
|--|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 3.990,18 | 47.882,12 | 3.990,18 | 17.870,01 | 3.670,96 | 73.413,27 | 24,2318 |
| 1 | 4.105,28 | 49.263,32 | 4.105,28 | 18.385,48 | 3.776,85 | 75.530,94 | 24,9308 |
| 2 | 4.225,18 | 50.702,11 | 4.225,18 | 18.922,45 | 3.887,16 | 77.736,89 | 25,6590 |
| 3 | 4.345,07 | 52.140,89 | 4.345,07 | 19.459,41 | 3.997,47 | 79.942,84 | 26,3871 |
| 4 | 4.488,95 | 53.867,40 | 4.488,95 | 20.103,76 | 4.129,83 | 82.589,95 | 27,2608 |
| 5 | 4.675,99 | 56.111,89 | 4.675,99 | 20.941,43 | 4.301,91 | 86.031,22 | 28,3967 |
| 6 | 4.675,99 | 56.111,89 | 4.675,99 | 20.941,43 | 4.301,91 | 86.031,22 | 28,3967 |
| 7 | 4.867,83 | 58.413,92 | 4.867,83 | 21.800,56 | 4.478,40 | 89.560,71 | 29,5617 |
| 8 | 4.867,83 | 58.413,92 | 4.867,83 | 21.800,56 | 4.478,40 | 89.560,71 | 29,5617 |
| 9 | 5.059,66 | 60.715,96 | 5.059,66 | 22.659,70 | 4.654,89 | 93.090,21 | 30,7267 |
| 10 | 5.059,66 | 60.715,96 | 5.059,66 | 22.659,70 | 4.654,89 | 93.090,21 | 30,7267 |
| 11 | 5.299,45 | 63.593,45 | 5.299,45 | 23.733,60 | 4.875,50 | 97.502,00 | 32,1829 |
| 12 | 5.299,45 | 63.593,45 | 5.299,45 | 23.733,60 | 4.875,50 | 97.502,00 | 32,1829 |
| 13 | 5.515,27 | 66.183,25 | 5.515,27 | 24.700,14 | 5.074,05 | 101.472,71 | 33,4935 |
| 14 | 5.515,27 | 66.183,25 | 5.515,27 | 24.700,14 | 5.074,05 | 101.472,71 | 33,4935 |
| 15 | 5.731,09 | 68.773,05 | 5.731,09 | 25.666,67 | 5.272,60 | 105.443,41 | 34,8042 |
| 16 | 5.731,09 | 68.773,05 | 5.731,09 | 25.666,67 | 5.272,60 | 105.443,41 | 34,8042 |
| 17 | 5.970,88 | 71.650,55 | 5.970,88 | 26.740,58 | 5.493,21 | 109.855,22 | 36,2604 |
| 18 | 5.970,88 | 71.650,55 | 5.970,88 | 26.740,58 | 5.493,21 | 109.855,22 | 36,2604 |
| 19 | 5.970,88 | 71.650,55 | 5.970,88 | 26.740,58 | 5.493,21 | 109.855,22 | 36,2604 |
| 20 | 6.186,70 | 74.240,35 | 6.186,70 | 27.707,12 | 5.691,76 | 113.825,93 | 37,5710 |
| 21 | 6.186,70 | 74.240,35 | 6.186,70 | 27.707,12 | 5.691,76 | 113.825,93 | 37,5710 |
| 22 | 6.426,49 | 77.117,84 | 6.426,49 | 28.781,02 | 5.912,37 | 118.237,72 | 39,0272 |
| 23 | 6.666,28 | 79.995,40 | 6.666,28 | 29.854,95 | 6.132,98 | 122.649,62 | 40,4835 |
| 24 | 6.858,12 | 82.297,44 | 6.858,12 | 30.714,09 | 6.309,47 | 126.179,12 | 41,6485 |
| 25 | 6.870,56 | 82.446,75 | 6.870,56 | 30.769,81 | 6.320,92 | 126.408,04 | 41,7241 |
| 26 | 6.882,09 | 82.585,10 | 6.882,09 | 30.821,45 | 6.331,52 | 126.620,17 | 41,7941 |
| 27 | 6.892,77 | 82.713,28 | 6.892,77 | 30.869,28 | 6.341,35 | 126.816,69 | 41,8589 |
| 28 | 6.902,67 | 82.832,03 | 6.902,67 | 30.913,61 | 6.350,46 | 126.998,77 | 41,9190 |
| 29 | 6.911,83 | 82.942,00 | 6.911,83 | 30.954,64 | 6.358,89 | 127.167,36 | 41,9747 |
| 30 | 6.920,33 | 83.043,94 | 6.920,33 | 30.992,69 | 6.366,70 | 127.323,66 | 42,0263 |
| 31 | 6.928,19 | 83.138,28 | 6.928,19 | 31.027,90 | 6.373,93 | 127.468,30 | 42,0740 |
| 32 | 6.935,47 | 83.225,68 | 6.935,47 | 31.060,52 | 6.380,64 | 127.602,30 | 42,1183 |
| 33 | 6.942,21 | 83.306,56 | 6.942,21 | 31.090,70 | 6.386,84 | 127.726,31 | 42,1592 |
| 34 | 6.948,46 | 83.381,52 | 6.948,46 | 31.118,68 | 6.392,58 | 127.841,24 | 42,1971 |
| 35 | 6.954,24 | 83.450,87 | 6.954,24 | 31.144,56 | 6.397,90 | 127.947,57 | 42,2322 |

| K1 Directeur in een instelling met minimum 90 plaatsen | | | | | | | |
|---|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 4.127,77 | 49.533,23 | 4.127,77 | 18.486,21 | 3.797,55 | 75.944,75 | 25,0674 |
| 1 | 4.246,84 | 50.962,11 | 4.246,84 | 19.019,48 | 3.907,10 | 78.135,53 | 25,7905 |
| 2 | 4.370,88 | 52.450,50 | 4.370,88 | 19.574,96 | 4.021,21 | 80.417,55 | 26,5438 |
| 3 | 4.494,90 | 53.938,82 | 4.494,90 | 20.130,42 | 4.135,31 | 82.699,45 | 27,2970 |
| 4 | 4.643,74 | 55.724,93 | 4.643,74 | 20.797,01 | 4.272,24 | 85.437,93 | 28,2009 |
| 5 | 4.837,23 | 58.046,76 | 4.837,23 | 21.663,53 | 4.450,25 | 88.997,78 | 29,3759 |
| 6 | 4.837,23 | 58.046,76 | 4.837,23 | 21.663,53 | 4.450,25 | 88.997,78 | 29,3759 |
| 7 | 5.035,68 | 60.428,18 | 5.035,68 | 22.552,30 | 4.632,83 | 92.648,98 | 30,5811 |
| 8 | 5.035,68 | 60.428,18 | 5.035,68 | 22.552,30 | 4.632,83 | 92.648,98 | 30,5811 |
| 9 | 5.234,13 | 62.809,56 | 5.234,13 | 23.441,05 | 4.815,40 | 96.300,13 | 31,7862 |
| 10 | 5.234,13 | 62.809,56 | 5.234,13 | 23.441,05 | 4.815,40 | 96.300,13 | 31,7862 |
| 11 | 5.482,19 | 65.786,32 | 5.482,19 | 24.552,00 | 5.043,62 | 100.864,14 | 33,2927 |
| 12 | 5.482,19 | 65.786,32 | 5.482,19 | 24.552,00 | 5.043,62 | 100.864,14 | 33,2927 |
| 13 | 5.705,45 | 68.465,43 | 5.705,45 | 25.551,87 | 5.249,02 | 104.971,76 | 34,6485 |
| 14 | 5.705,45 | 68.465,43 | 5.705,45 | 25.551,87 | 5.249,02 | 104.971,76 | 34,6485 |
| 15 | 5.928,71 | 71.144,52 | 5.928,71 | 26.551,73 | 5.454,41 | 109.079,37 | 36,0043 |
| 16 | 5.928,71 | 71.144,52 | 5.928,71 | 26.551,73 | 5.454,41 | 109.079,37 | 36,0043 |
| 17 | 6.176,77 | 74.121,29 | 6.176,77 | 27.662,68 | 5.682,63 | 113.643,37 | 37,5108 |
| 18 | 6.176,77 | 74.121,29 | 6.176,77 | 27.662,68 | 5.682,63 | 113.643,37 | 37,5108 |
| 19 | 6.176,77 | 74.121,29 | 6.176,77 | 27.662,68 | 5.682,63 | 113.643,37 | 37,5108 |
| 20 | 6.400,03 | 76.800,34 | 6.400,03 | 28.662,53 | 5.888,03 | 117.750,92 | 38,8666 |
| 21 | 6.400,03 | 76.800,34 | 6.400,03 | 28.662,53 | 5.888,03 | 117.750,92 | 38,8666 |
| 22 | 6.648,09 | 79.777,11 | 6.648,09 | 29.773,48 | 6.116,24 | 122.314,93 | 40,3730 |
| 23 | 6.896,15 | 82.753,85 | 6.896,15 | 30.884,43 | 6.344,46 | 126.878,89 | 41,8795 |
| 24 | 7.094,60 | 85.135,24 | 7.094,60 | 31.773,18 | 6.527,04 | 130.530,06 | 43,0846 |
| 25 | 7.107,48 | 85.289,71 | 7.107,48 | 31.830,83 | 6.538,88 | 130.766,89 | 43,1628 |
| 26 | 7.119,40 | 85.432,83 | 7.119,40 | 31.884,25 | 6.549,85 | 130.986,33 | 43,2352 |
| 27 | 7.130,45 | 85.565,43 | 7.130,45 | 31.933,73 | 6.560,02 | 131.189,63 | 43,3023 |
| 28 | 7.140,69 | 85.688,28 | 7.140,69 | 31.979,58 | 6.569,43 | 131.377,98 | 43,3645 |
| 29 | 7.150,17 | 85.802,03 | 7.150,17 | 32.022,03 | 6.578,16 | 131.552,38 | 43,4221 |
| 30 | 7.158,96 | 85.907,48 | 7.158,96 | 32.061,39 | 6.586,24 | 131.714,07 | 43,4754 |
| 31 | 7.167,09 | 86.005,08 | 7.167,09 | 32.097,81 | 6.593,72 | 131.863,71 | 43,5248 |
| 32 | 7.174,62 | 86.095,49 | 7.174,62 | 32.131,56 | 6.600,65 | 132.002,33 | 43,5706 |
| 33 | 7.181,60 | 86.179,17 | 7.181,60 | 32.162,79 | 6.607,07 | 132.130,63 | 43,6129 |
| 34 | 7.188,06 | 86.256,71 | 7.188,06 | 32.191,72 | 6.613,01 | 132.249,51 | 43,6522 |
| 35 | 7.194,04 | 86.328,44 | 7.194,04 | 32.218,49 | 6.618,51 | 132.359,49 | 43,6885 |

van toepassing vanaf 01/maart/2025
tot overschrijding spilindex 133,28

| G1 Geneesheer omnipracticus | | | | | | | |
|------------------------------------|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 4.450,15 | 53.401,81 | 4.450,15 | 19.930,00 | 4.094,14 | 81.876,10 | 27,0252 |
| 1 | 4.558,11 | 54.697,31 | 4.558,11 | 20.413,49 | 4.193,46 | 83.862,38 | 27,6808 |
| 2 | 4.666,06 | 55.992,74 | 4.666,06 | 20.896,96 | 4.292,78 | 85.848,54 | 28,3364 |
| 3 | 4.773,96 | 57.287,57 | 4.773,96 | 21.380,20 | 4.392,05 | 87.833,78 | 28,9917 |
| 4 | 4.773,96 | 57.287,57 | 4.773,96 | 21.380,20 | 4.392,05 | 87.833,78 | 28,9917 |
| 5 | 4.962,86 | 59.554,29 | 4.962,86 | 22.226,16 | 4.565,83 | 91.309,14 | 30,1388 |
| 6 | 4.962,86 | 59.554,29 | 4.962,86 | 22.226,16 | 4.565,83 | 91.309,14 | 30,1388 |
| 7 | 5.151,75 | 61.821,04 | 5.151,75 | 23.072,13 | 4.739,61 | 94.784,54 | 31,2860 |
| 8 | 5.151,75 | 61.821,04 | 5.151,75 | 23.072,13 | 4.739,61 | 94.784,54 | 31,2860 |
| 9 | 5.340,65 | 64.087,81 | 5.340,65 | 23.918,11 | 4.913,40 | 98.259,97 | 32,4331 |
| 10 | 5.340,65 | 64.087,81 | 5.340,65 | 23.918,11 | 4.913,40 | 98.259,97 | 32,4331 |
| 11 | 5.529,54 | 66.354,53 | 5.529,54 | 24.764,06 | 5.087,18 | 101.735,32 | 33,5802 |
| 12 | 5.529,54 | 66.354,53 | 5.529,54 | 24.764,06 | 5.087,18 | 101.735,32 | 33,5802 |
| 13 | 5.718,44 | 68.621,29 | 5.718,44 | 25.610,04 | 5.260,97 | 105.210,74 | 34,7274 |
| 14 | 5.718,44 | 68.621,29 | 5.718,44 | 25.610,04 | 5.260,97 | 105.210,74 | 34,7274 |
| 15 | 5.907,28 | 70.887,36 | 5.907,28 | 26.455,75 | 5.434,70 | 108.685,09 | 35,8742 |
| 16 | 5.907,28 | 70.887,36 | 5.907,28 | 26.455,75 | 5.434,70 | 108.685,09 | 35,8742 |
| 17 | 6.096,18 | 73.154,13 | 6.096,18 | 27.301,73 | 5.608,48 | 112.160,52 | 37,0213 |
| 18 | 6.096,18 | 73.154,13 | 6.096,18 | 27.301,73 | 5.608,48 | 112.160,52 | 37,0213 |
| 19 | 6.285,07 | 75.420,88 | 6.285,07 | 28.147,70 | 5.782,27 | 115.635,93 | 38,1685 |
| 20 | 6.285,07 | 75.420,88 | 6.285,07 | 28.147,70 | 5.782,27 | 115.635,93 | 38,1685 |
| 21 | 6.473,97 | 77.687,61 | 6.473,97 | 28.993,66 | 5.956,05 | 119.111,29 | 39,3156 |
| 22 | 6.473,97 | 77.687,61 | 6.473,97 | 28.993,66 | 5.956,05 | 119.111,29 | 39,3156 |
| 23 | 6.662,86 | 79.954,38 | 6.662,86 | 29.839,64 | 6.129,84 | 122.586,72 | 40,4627 |
| 24 | 6.662,86 | 79.954,38 | 6.662,86 | 29.839,64 | 6.129,84 | 122.586,72 | 40,4627 |
| 25 | 6.674,95 | 80.099,44 | 6.674,95 | 29.893,78 | 6.140,96 | 122.809,13 | 40,5362 |
| 26 | 6.686,15 | 80.233,85 | 6.686,15 | 29.943,94 | 6.151,26 | 123.015,21 | 40,6042 |
| 27 | 6.696,53 | 80.358,38 | 6.696,53 | 29.990,42 | 6.160,81 | 123.206,14 | 40,6672 |
| 28 | 6.706,15 | 80.473,76 | 6.706,15 | 30.033,48 | 6.169,65 | 123.383,03 | 40,7256 |
| 29 | 6.715,05 | 80.580,57 | 6.715,05 | 30.073,34 | 6.177,84 | 123.546,81 | 40,7796 |
| 30 | 6.723,30 | 80.679,62 | 6.723,30 | 30.110,31 | 6.185,44 | 123.698,67 | 40,8298 |
| 31 | 6.730,94 | 80.771,28 | 6.730,94 | 30.144,51 | 6.192,46 | 123.839,19 | 40,8762 |
| 32 | 6.738,01 | 80.856,18 | 6.738,01 | 30.176,20 | 6.198,97 | 123.969,36 | 40,9191 |
| 33 | 6.744,56 | 80.934,77 | 6.744,56 | 30.205,53 | 6.205,00 | 124.089,86 | 40,9589 |
| 34 | 6.750,63 | 81.007,59 | 6.750,63 | 30.232,71 | 6.210,58 | 124.201,52 | 40,9957 |
| 35 | 6.756,25 | 81.074,96 | 6.756,25 | 30.257,85 | 6.215,75 | 124.304,81 | 41,0298 |

| GS Geneesheer specialist / geneesheer psychiater | | | | | | | |
|--|-----------------|------------|-----------|------------|------------|------------------|----------------|
| Anc | BMW | BJW | ET | RSZ | Vak | KOST jaar | Uurloon |
| 0 | 5.915,03 | 70.980,38 | 5.915,03 | 26.490,47 | 5.441,83 | 108.827,71 | 35,9212 |
| 1 | 5.915,03 | 70.980,38 | 5.915,03 | 26.490,47 | 5.441,83 | 108.827,71 | 35,9212 |
| 2 | 6.146,34 | 73.756,03 | 6.146,34 | 27.526,36 | 5.654,63 | 113.083,35 | 37,3259 |
| 3 | 6.146,34 | 73.756,03 | 6.146,34 | 27.526,36 | 5.654,63 | 113.083,35 | 37,3259 |
| 4 | 6.377,64 | 76.531,66 | 6.377,64 | 28.562,25 | 5.867,43 | 117.338,98 | 38,7306 |
| 5 | 6.377,64 | 76.531,66 | 6.377,64 | 28.562,25 | 5.867,43 | 117.338,98 | 38,7306 |
| 6 | 6.608,89 | 79.306,63 | 6.608,89 | 29.597,90 | 6.080,18 | 121.593,59 | 40,1349 |
| 7 | 6.608,89 | 79.306,63 | 6.608,89 | 29.597,90 | 6.080,18 | 121.593,59 | 40,1349 |
| 8 | 6.840,19 | 82.082,28 | 6.840,19 | 30.633,79 | 6.292,97 | 125.849,23 | 41,5396 |
| 9 | 6.840,19 | 82.082,28 | 6.840,19 | 30.633,79 | 6.292,97 | 125.849,23 | 41,5396 |
| 10 | 7.071,49 | 84.857,91 | 7.071,49 | 31.669,68 | 6.505,77 | 130.104,85 | 42,9443 |
| 11 | 7.071,49 | 84.857,91 | 7.071,49 | 31.669,68 | 6.505,77 | 130.104,85 | 42,9443 |
| 12 | 7.302,79 | 87.633,53 | 7.302,79 | 32.705,56 | 6.718,57 | 134.360,46 | 44,3490 |
| 13 | 7.302,79 | 87.633,53 | 7.302,79 | 32.705,56 | 6.718,57 | 134.360,46 | 44,3490 |
| 14 | 7.534,10 | 90.409,16 | 7.534,10 | 33.741,45 | 6.931,37 | 138.616,08 | 45,7536 |
| 15 | 7.534,10 | 90.409,16 | 7.534,10 | 33.741,45 | 6.931,37 | 138.616,08 | 45,7536 |
| 16 | 7.765,40 | 93.184,80 | 7.765,40 | 34.777,35 | 7.144,17 | 142.871,72 | 47,1583 |
| 17 | 7.765,40 | 93.184,80 | 7.765,40 | 34.777,35 | 7.144,17 | 142.871,72 | 47,1583 |
| 18 | 7.996,70 | 95.960,43 | 7.996,70 | 35.813,23 | 7.356,97 | 147.127,34 | 48,5630 |
| 19 | 7.996,70 | 95.960,43 | 7.996,70 | 35.813,23 | 7.356,97 | 147.127,34 | 48,5630 |
| 20 | 8.228,01 | 98.736,08 | 8.228,01 | 36.849,13 | 7.569,77 | 151.382,98 | 49,9677 |
| 21 | 8.228,01 | 98.736,08 | 8.228,01 | 36.849,13 | 7.569,77 | 151.382,98 | 49,9677 |
| 22 | 8.459,25 | 101.511,05 | 8.459,25 | 37.884,77 | 7.782,51 | 155.637,59 | 51,3720 |
| 23 | 8.459,25 | 101.511,05 | 8.459,25 | 37.884,77 | 7.782,51 | 155.637,59 | 51,3720 |
| 24 | 8.459,25 | 101.511,05 | 8.459,25 | 37.884,77 | 7.782,51 | 155.637,59 | 51,3720 |
| 25 | 8.474,60 | 101.695,22 | 8.474,60 | 37.953,50 | 7.796,63 | 155.919,96 | 51,4652 |
| 26 | 8.488,82 | 101.865,87 | 8.488,82 | 38.017,19 | 7.809,72 | 156.181,60 | 51,5516 |
| 27 | 8.502,00 | 102.023,97 | 8.502,00 | 38.076,19 | 7.821,84 | 156.423,99 | 51,6316 |
| 28 | 8.514,20 | 102.170,45 | 8.514,20 | 38.130,86 | 7.833,07 | 156.648,58 | 51,7057 |
| 29 | 8.525,51 | 102.306,08 | 8.525,51 | 38.181,48 | 7.843,47 | 156.856,54 | 51,7743 |
| 30 | 8.535,99 | 102.431,83 | 8.535,99 | 38.228,41 | 7.853,11 | 157.049,34 | 51,8380 |
| 31 | 8.545,68 | 102.548,20 | 8.545,68 | 38.271,84 | 7.862,03 | 157.227,75 | 51,8969 |
| 32 | 8.554,67 | 102.655,99 | 8.554,67 | 38.312,07 | 7.870,29 | 157.393,03 | 51,9514 |
| 33 | 8.562,98 | 102.755,77 | 8.562,98 | 38.349,31 | 7.877,94 | 157.546,01 | 52,0019 |
| 34 | 8.570,69 | 102.848,23 | 8.570,69 | 38.383,82 | 7.885,03 | 157.687,76 | 52,0487 |
| 35 | 8.577,81 | 102.933,76 | 8.577,81 | 38.415,74 | 7.891,59 | 157.818,90 | 52,0920 |

Loonbarema's Paritair Subcomité 319.01 met correctiereserve

van toepassing vanaf 01/maart/2025
tot overschrijding spilindex 133,28

22.

| | <i>basis</i> | bedrag vanaf 01/03/2025 | |
|--|--------------|--------------------------------|------------------|
| Gewaarborgd inkomen | 23.133,23 | per jaar | 27.646,52 |
| | | per maand | 2.303,88 |
| | | per uur | 13,9912 |
| Vergoeding vakantieverblijven per dag | 29,6256 | 48,60 | |